



Equal Opportunity Policy

Each child is unique and treated as an individual. As are staff.

We operate an equal opportunities policy and pledge not to discriminate against in terms of

- 1.Race
- 2.Gender
- 3.Disability
- 4.Culture
- 5.Religion
- 6.Sexual Persuasion

- Children should be aware that different races exist.
- Children are encouraged to partake in all activities regardless of gender.
- Children are encouraged to be tolerant of those with disabilities and not to discriminate against them.
- Children should be educated of other cultures and religions other than their own.

We have a zero tolerance attitude towards any form of discrimination and will challenge any inappropriate attitudes and practises.

This policy will be adhered to with regard to staffing and the care and education of each child. We will comply with all the policies that have been issued by Ofsted and the Children Act 1989.

Inclusion

We aim to ensure the individual care and learning needs of all children are met in accordance with The Early Years Foundation Stage 2012, promoting good British values.

- To ensure all children are able to develop in a caring and considerate environment where everyone is valued for their contribution to nursery life.
- To ensure our nurseries are committed to the early identification of children with Special Educational Needs (SEN) and to adopting clear and open procedures.
- To work in partnership with parents/carers who are fully involved in all decisions that affect their children's care and education.
- To work with agencies and other care providers in a professional and open manner to enable individual needs to be met in a timely and purposeful way.
- To provide, within available resources, the highest possible quality support and inclusive care and education for children with SEN or other additional needs.
- To develop children's sense of identity and raise their self-esteem by creating an environment which recognises them as individuals.