

Equality of Opportunities Policy

The nursery believes that all children are individuals, they have an equal right to be listened to and valued and are entitled to access nursery facilities.

Every child should be treated the same and with dignity and respect. All children should receive the same amount of love and attention.

Nursery practitioners ensure all children have the opportunity to reach their full potential and ensure children and their families are treated fairly regardless race, gender, disability, age, family circumstances, religion or sexual orientation.

Any acts of unlawful discrimination will be challenged, and the person concerned helped to understand why this is not acceptable.

We are committed to providing an inclusive environment that celebrates diversity and works with parents to ensure that every child is able to access nursery care and education that challenges and enhances their learning and development.

The nursery will make any reasonable adjustments to ensure that the setting is accessible to all children and families. The nursery already hosts a disabled parking space for ease of access, spacious halls and it is all on one level so wheelchair users can move around the premises easily.

In order to promote Equality and Diversity we will:

- Ensure that all parents are made aware of our policy.
- Offer equality and choice for all.
- Access additional funding where necessary and available.
- Reflect the diversity of members of our society in our publicity and promotional materials.
- Ensure our admissions policy promotes equality for all families.
- Not discriminate against a family or prevent entry to our setting on any grounds.
- Provide opportunities for parents/carers to contribute to their child's care and education.
- Use funding from within the nursery's budget, where possible and as the budget allows, to use for special educational needs including training.
- Challenge inappropriate attitudes and practices by staff, children and parents/ carers.



The legal frameworks for this policy include:

- Education Act 1996
- Special Educational Needs and Disability Code of Practice 2014
- Special Education Needs and Disability Regulations 2014
- Children and Families Act 2014
- Care Act 2014
- The Statutory Framework for the Early Years Foundation Stage
- Safeguarding Disabled Children- practice guidance 2009
- Children Act 1989
- Childcare Act 2006
- Equality Act 2010

We will work with parents/ carers and other professionals to make reasonable adjustments to the environment as required by the Equality Act 2010, to accommodate the needs of a child with identified learning difficulties and/or physical disabilities.

The nursery welcomes linguistic diversity and strives to provide learning experiences which develop both the first languages and English for bilingual and multilingual children. The nursery displays positive images of people from diverse backgrounds through posters, books, displays, small world and other resources.

Moorwell Miracles embraces British Values, including democracy, the rule of law, individual liberty and mutual respect in its everyday good practice and incorporate these into our planning. This helps maintain equality of opportunities within the nursery.

The nursery welcomes staff from all areas of the community and from diverse backgrounds. We will not discriminate against age, gender, sexual orientation or race.

All staff are briefed on the equal opportunity policy during the induction process. Staff are also encouraged to attend training to support their awareness and understanding of equality and diversity.

Our Equality of Opportunity Coordinator will continually monitor and evaluate the effectiveness of this Equality of Opportunities Policy. They will attend regular and targeted training and will include updates as and when necessary as well as reviewing the policy annually.

