



## Equal Opportunities Policy

*All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.*

Bearhugs Nurseries Ltd. and all staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

The legal frameworks for this policy include:

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1975
- Education Act 1996
- Disability Discrimination Act 1995 & 2005
- Special Educational Needs and Disability Act 2001
- Equal Pay 1970
- Children Act 1989
- Children Act 1989
- Equality Act 2006
- Equality Act 2010
- Children Act 2006

The equal opportunities policy of Bearhugs Nurseries Ltd. applies to all people, whether using or working within the setting. Bearhugs Nurseries Ltd. will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or financial reasons. Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable. If this cannot be dealt with informally then the disciplinary

procedures will be followed (please see Disciplinary Policy). Bearhugs Nurseries Ltd. is open to all new members of the community and everyone will be made welcome (Please see Admissions Policy).

In order to promote equality and diversity we will:

- Ensure that all parents are made aware of our equal opportunities policy.
- Offer equality and choice for all.
- Advertise Bearhugs Nurseries Ltd. widely
- Reflect the diversity of members of our society in our publicity and promotional materials.
- Ensure our admissions policy promotes equality for all children and 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
- Offer information regarding sources of financial support for families with differing means.

Bearhugs Nurseries Ltd. aims to encourage children to develop positive attitudes about themselves and other people. We do this by:

- Listening to children to ensure each child feels included, safe, valued and respected.
- Ensuring that all children have equal access to activities, resources and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Providing play materials/resources and activities that demonstrates diversity of background and ability and help to develop positive attitudes to differences of race, culture, language, gender and ability.
- Promoting children's awareness of their own culture and beliefs and those of other people.
- Ensuring the differentiation of activities to include the needs of all the children.

- Working in partnership with key professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of the provision.
- Avoiding stereotypical imaging in equipment, resources and activities.
- Using positive, non-discriminatory language with all children.
- Valuing the home background of all children.
- Ensuring any discriminatory language or practice is challenged appropriately.

### **English as an Additional Language:**

- Staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning.
- The setting will provide information in languages which reflect the needs of the local community for families who speak English as an additional language if they wish this to be done.
- Our practices will ensure their full inclusion.
- Alongside support in the home language, staff will provide a range of meaning contexts in which children have opportunities to develop English. (As they move into Key Stage 1 curriculum, English will be crucial as the language they use to access learning)

### **Inclusion**

- The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged.
- Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Staff will work with parents/carers and other professionals to make reasonable adjustments to the environment as required by the DDA (Disability Discrimination Act) to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.
- Staff will focus on each child's individual learning, development and care needs by:
  - a) Removing or helping to overcome barriers for children where these already exist.

- b) Being alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately, involving other agencies as necessary with parental permission.
- c) Stretching and challenging all children.

(Please see our Special Educational Needs and Disability Policy)

The setting has a designated person for inclusion, this person is Tina Simpson for both settings.

Bearhugs Nurseries Ltd. aims to develop children's positive self-esteem and the esteem of others. Staff will set a good example by treating one another and the children with respect.

### **Staff Training**

- Staff, students and volunteers will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.
- The Setting SENDCO: Kayleigh Leavers for Bearhugs Nurseries Ltd in Tattershall and Tina Simpson and Shelley Cobb for Bearhugs Nurseries Ltd in Horncastle.
- Staff, students and volunteers will have equal access to identified training to ensure professional development.

Bearhugs Nurseries Ltd. will ensure equality of opportunities are fully considered in our **Recruitment Process**:-

- All posts will be advertised and applicants judged against specific and fair criteria.
- Applicants will be welcomed from all backgrounds regardless of ethnicity, religion, culture, language, gender, sexual orientation or age.
- Bearhugs Nurseries Ltd. May use the exemption clauses of the Sex Discrimination Act 1989 where it is necessary in exceptional circumstances to enable the service to best meet the needs of the community.
- Successful applicants will be subject to references and checks by the Disclosure and Barring Service (DBS).

- Job descriptions will include a commitment to equality, and diversity as part of the specifications.
- The recruitment process will be monitored to ensure that it meets the Equal Opportunities Policy.

### **Race Equality Statement**

- Bearhugs Nurseries Ltd. has due regard to eliminate unlawful racial discrimination.
- We promote equality of opportunity and good relations between people of different racial groups.
- We provide good opportunities for children from ethnic minorities and we wish individuals who access the setting to know that they will receive the same fair treatment and be cared for based on their individual needs.
- All individuals are entitled to equal rights and the same opportunities, regardless of racial group.
- We expect everyone involved in the setting to seek to eliminate racism where it is identified.
- We strive to ensure equal access to the setting.
- We encourage, support and help all children and staff to achieve their full potential.
- Our resources will reflect cultural diversity.

We will regularly review and monitor this policy and the practice of Bearhugs Nurseries Ltd. to ensure that we are fully implementing the policy for equality, diversity and inclusion.

Signed on behalf of Bearhugs Nurseries Ltd by:

Manager/Owner .....

Date: 1<sup>st</sup> May 2020

Review Date: 1<sup>st</sup> May 2021