

ABC NURSERY POLICIES AND PROCEDURES**POLICY 10: Equal Opportunities**

- 10.1 The A.B.C. Nurseries work in accordance with the following legislation pertaining to equality of opportunity.
- Disabled Persons ACT 1958, 1986
 - Race Relations Act 1976
 - Sex Discrimination Act 1986
 - Children Act 1989
 - Disability Discrimination Act 1995.
- 10.2 The nurseries will appoint the best person for the each position and will treat each applicant fairly when applying for a post.
- 10.3 All people working within the nursery whether a member of staff, a student or a trainee, they will be treated with equal regard.
- 10.4 Children's needs arising from race, gender, culture, disability or special educational and linguistic needs will be sensitively catered for by staff.
- 10.5 All parents and children will be treated with equal regard.
- 10.6 The A.B.C. Nurseries recognise that many different types of family successfully love and care for children.
- 10.7 The A.B.C. Nurseries will promote an atmosphere where parents, carers and staff are able to challenge racist comments.
- 10.8 The A.B.C. Nurseries will work towards every child having a positive image of themselves, regardless of race, gender, culture, disability or special educational needs.
- 10.9 The A.B.C. Nurseries will support parents in preparing children for life in a multi-faith society.
- 10.10 Without indoctrination in any specific faith, children will be made aware of the festivals being celebrated by their own families or others and will be introduced where appropriate to the stories behind the festivals.
- 10.11 Children and families who celebrate festivals at home with which the rest of the nursery is not familiar, will be invited to share their festival with the rest of the group, if they themselves wish to do so.

- 10.12 Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special food and clothing they involve as part of the cultural diversity in a multi-faith society.
- 10.13 Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.
- 10.14 Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.
- 10.15 Bilingual and multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the nursery.
- 10.16 The nursery recognises the wide range of special and additional needs of children and families in the community, and we will consider what part we can play in meeting these needs.
- 10.17 The needs of children with English as second language will be sensitively catered for without undermining the confidence and self-esteem of the parents or child.
- 10.18 Racist comments or discriminatory behaviour or remarks made by staff will not be tolerated and will be subject to disciplinary procedures.
- 10.19 The Equal Opportunities Coordinator is Anthea Griffin, and her role is:
- To ensure that all children, parents and staff are treated with equal regard
 - To identify any staff training needs and challenge any equality issues
 - To delegate specific responsibilities where necessary e.g. celebration of different festivals
 - To challenge discrimination and inappropriate attitudes through education and promotion of positive images and resources throughout the nursery