



DEAN CLOSE NURSERIES LIMITED

Independent Day Nursery

Equal Opportunities Policy (NL007)

Dean Close Nurseries Ltd is wholly owned by The Dean Close Foundation,
registered Charity No: 1086829

Date of Issue: March 18
Review Date: March 19
Owner: Area Manager

DEAN CLOSE NURSERIES LIMITED

EQUAL OPPORTUNITIES POLICY

Policy statement

We will ensure that our service is fully inclusive in meeting the needs of all children. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We ensure that no child is excluded or disadvantaged because of ethnicity, religion, culture, family background, disability, gender, home language, special educational needs or ability.

We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of the setting.

Procedures

Our setting is open to all members of the community.

- We advertise our service widely
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered
- We take action against any discriminatory behaviour by staff or parents. Displays of openly discriminatory and possibly offensive material, name calling, or threatening behaviour are unacceptable on or around the premises, inclusive of online forums, will be dealt with.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion

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Our environments are as accessible as possible for all visitors and service users. If access to the nurseries found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults.

Curriculum

The curriculum offered in the nurseries encourage children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our learning environments are fully accessible for all children to explore, investigate and play,

We aim to:

- make children feel valued and good about themselves;
- ensure that children have equality of access to learning;
- make adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments;
- make appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
- positively reflect the widest possible range of communities in the choice of resources;
- celebrate a wide range of festivals;
- create an environment of mutual respect and tolerance;
- help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensure that the curriculum offered is inclusive of children with special educational needs/additional learning needs and children with disabilities;
- ensure that children learning English as an additional language have full access to the curriculum and are supported in their learning.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families

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- We encourage children to contribute stories of their everyday life to the setting
- We encourage parents/carers to take part in the life of the setting and to contribute fully
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating