Easebourne Nursery

Equal Opportunities Policy and Procedures

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EQUAL OPPORTUNITIES POLICY and PROCEDURES

We recognise that parents/guardians are young children's first educators and welcome their involvement in the setting in order to ensure that the children's home based learning and the opportunities we offer extend and reinforce each other.

Easebourne Nursery will acknowledge and value each child's individual stage, ability, culture, religion, language and family group. This will give our children the self-confidence to move onto the next stage in their own development. We promote equality of opportunity for all children regardless of race, gender, religion, family backgrounds or additional support needs.

We will ensure that:
- information, both written and spoken, is clearly communicated in as many languages as is necessary and we may seek help and guidance to do this from outside of the setting.
- bi-lingual children and adults are valued and their language and skills will be celebrated, recognised and respected in the setting.
- the medical, cultural and dietary needs or preferences of children, families and adults working in the setting will be met.
- our resources and activities reflect the diversity of our society not just our own setting.
- children are encouraged to explore, in a positive way, the differences and diversity of people by ensuring that representations of people are accurate and realistic.

- discriminatory remarks or behaviour are not accepted and will be challenged and responded to in a way that is sensitive to the feelings of the child concerned and to help those responsible to understand and overcome their own prejudices.
- we actively seek to combat sexism and promote equal opportunities for all genders.
- all children have opportunities to access activities and resources available.
- staff will modify activities or access to ensure that all children are fully involved.

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