

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **AIMS OF THE EQUAL OPPORTUNITIES POLICY**

We aim to achieve equality by providing a provision which values and welcomes all children and their families from the community. Both the Management Committee and staff acknowledge their responsibilities of adhering to and implementing current legislation to provide and reflect positive images of our community and to challenge discrimination in any form; to this end Bowlers Nursery will access training to ensure that staff continue to honour their commitment to equality of opportunity.

Bowlers Nursery is situated in a diverse and rich multi-cultural community and we are committed to ensuring equal opportunities is given to all families regardless of their race, culture, gender, educational needs, language, class, differing abilities, religious persuasion, sexual orientation and family structure. We aim to ensure that everyone has equal access to our nursery and all services provided.

There are relevant legislations and guidelines that impose certain obligations on the nursery to ensure we promote anti-discriminatory practices. Bowlers Nursery is dedicated to advocating and implementing guidelines and fully accepts our responsibilities towards the children and their families.

The nursery is governed by:

**The Children Act 1989 & 2004**

**Race Relations Act 2001**

**Sex Discrimination Act 1986**

**SEN and Disability Act 2001**

**Special Educational Needs – Code of Practice 2001**

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **NAMED PERSON:**

There is a named person who is responsible for devising & implementing strategies as well as advising, supporting and managing certain tasks. The named person for Equal Opportunities will work with staff that may need advice in implementing the policy and supporting practices. This person will attend relevant training and cascade information down to the rest of the team. The named person will be responsible for ensuring that s/he & the staff are kept abreast of current issues.

Leanna Langlais is the named Equal Opportunities Co-ordinator and has been employed by the nursery for over 3 years. Leanna has held this post for over a year and has received training in this area such as the role of the Equal Opportunities Co-ordinator

#### **RESPONSIBILITIES:**

To devise and update the Equal Opportunities Policy in line with the Manager

To ensure that staff are conversant with the policy and implement it throughout their practices

To attend training and cascade information down to colleagues

To ensure that children, parents & users of the nursery are aware that the nursery operates an inclusive provision

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

This policy is sectioned under 4 headings:

- 1. Children & Families**
- 2. Provisions**
- 3. Staffing**
- 4. Implementing the Equal Opportunities Policy**

#### **1. CHILDREN AND FAMILIES**

##### **i) ADMISSIONS:**

All families which show an interest in our provision will be treated with respect and be provided with the relevant information to register for admission.

**‘At Bowlers Community Nursery we endeavour to make the accessibility to our establishment as equitable as possible. When filling vacancies the nursery will ensure that children are not disadvantaged because of their parent’s sexual orientation, gender, ethnic origin, ability/disability, educational status, class and culture’.**

(Taken from the nursery’s Admissions Policy)

An effective Key Person approach and settling in procedures ensures that children and their families are treated and valued as individuals. We offer home visit which promotes early parental partnership and helps us towards meeting the diverse needs of children entering our nursery. Where appropriate an Interpreter will be sought from one of our families or Islington Council to assist parents with English as a second language. (Please see Admissions Policy & Settling in Policy in the Appendix for further details)

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **ii) FAMILIES:**

At Bowlers Nursery we respect and value the various families which access our provision. The staff acknowledge that each family can contribute and enrich our nursery in different ways.

As a Community Nursery in the Voluntary Sector the ethos of our establishment is encouraging parental partnerships and involvement in all areas within the nursery. Parental contribution takes many forms i.e. support, advice, practical assistance and sharing knowledge & expertise. The nursery appreciates and values the contributions made by the parents and we acknowledge and respect the partnerships which develop as a result.

All parents will be provided with our nursery's policies and procedures and will be informed of how they can be involved within the nursery (all parents become a Management Committee Member on accepting a place for their child). By enlisting parents support or accessing outside services copies of the above mentioned documents can be translated for parents with English as a second language.

Through our Key Person approach we will obtain all the necessary information that will make both the child and their family feel secure and safe whilst using our provision. The Key Person approach also promotes successful and effective dialogue between staff and parents concerning their children's nursery life.

We learn a great deal about the children from their parents and we use this knowledge to inform our plans and to provide activities which coincide with the children's interests. Parental contribution is valued in all aspects of nursery life and it is especially important that parent's views, opinions and suggestions are reflected in guiding their children's learning.

The staff value the children's views, ideas and opinions on their outlook on life. The staff endeavour to maintain a good balance of providing a forum whereby children have the right to speak freely and yet help them to become aware that their views may not be shared by their peers. Sharing and exploring our differences and similarities enables the children to form positive learning attitudes towards each other and to continue to promote good early race relations.

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **iii) SPECIAL EDUCATIONAL NEEDS:**

Bowlers Nursery aims to ensure that all children have equal access to all our provision and to receive a broad and balanced curriculum whatever their educational status may be. The nursery therefore operates an inclusive and fully integrated provision. The nursery's Special Educational Needs Policy (SEN) is based on the importance of the early identification and assessment of children with SEN. Early identification provides support from the staff, parents and external agencies to ensure that relevant resources/materials, advice and so forth can be located to support the children's learning needs – this is usually through a formulated Individual Educational Plan (IEP) which includes the contribution of the SENCO, Key Person, Parents and other relevant Professionals.

## **2. PROVISIONS**

#### **i) CURRICULUM:**

At Bowlers Nursery we appreciate that each child is an individual and as the parents are the children's first educators we value the opportunity in working in partnership with them towards establishing a foundation of early learning based on their children's experiences and interests. The staff endeavour to plan activities and themes which focus on the children's experiences as it has 'real meaning' to the children.

Sharing experiences with their peers is part of a process whereby the children learn about themselves and others; they discuss their similarities and differences; the children also learn about the community and the environment. Issues such as gender, disability, race and so forth are raised within the curriculum to enable the children to view themselves in a positive way which in turn will promote their self-esteem.

The underpinning principles for our curriculum focuses on inclusion and equality for all, respecting children, staff and parents for their contributions to the learning process as well as celebrating each others abilities and differences. It is important that children learn to be proud of themselves and what they can achieve and are respectful to and about others.

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **CURRICULUM CONT:**

The curriculum aims to reflect and provide appropriate opportunities for children to develop their linguistic abilities, to celebrate different cultures and to share their experiences with their peers. The nursery works hard towards creating an environment which depicts positive images, provides access to resources and learning opportunities and a curriculum which helps the children to develop their knowledge and understanding of our world.

The nursery aims to nurture and promote children's potential through a broad and balanced curriculum recognising the damage and limitation created by negative labelling and stereotyping. Children need to be aware that some words can be cruel and hurtful and the nursery aims to work in partnership with parents to develop effective policies to guide us towards working sensitively in educating the children.

'Play' is a very useful tool as it is an excellent medium for promoting all areas within a child's development, it facilitates an acceptance of children's differences and similarities and play is often free from prejudice and discrimination.

Through observational records and a continual dialogue between staff and parents we aim to meet the children's individual specific needs and learning styles in order to create an equal and inclusive provision.

(Please see the Nursery's Curriculum Statement in the Appendix)

#### **ii) FESTIVALS & CULTURAL DIVERSITY:**

At Bowlers Nursery we acknowledge that festivals are an important aspect of children's cultural practices. The staff endeavour to support the children's cultural needs by providing opportunities to embrace their own culture whilst learning about others as this will promote the children's self-esteem and self-identity.

The staff are aware of the importance of helping the children to understand that diverse communities exist in our society. The staff play an important part in children's lives by helping them to accept and embrace cultural diversity as well as eliminating racial discrimination.

## **BOWLERS COMMUNITY NURSERY**

### **EQUAL OPPORTUNITIES POLICY**

#### **FESTIVALS & CULTURAL DIVERSITY CONT:**

Exposing the children to rich diversity helps to shape an attitude of tolerance towards others. The staff believe in working closely with families to ensure special occasions are shared and celebrated amongst children, staff and parents. We endeavour to obtain information of unfamiliar festivals from our parents at the nursery or seek external advice to ensure that the festivals are promoted and delivered appropriately.

#### **iii) RESOURCES:**

Through our resources we aim to support the delivery of a broad curriculum that values the knowledge that we live in a richly diverse community. Books, posters, music and role play materials all play an important part in depicting positive images for the children. Therefore the staff feel that it is necessary to periodically audit resources to ensure they appropriately reflect positive images which encourage self respect and respect for others.

At the nursery we endeavour to provide resources which will accommodate our ability to meet the children's educational and play needs. The nursery has established links within Islington Council whereby we have access to a vast array of teaching materials which help promote and ensure children are aware of diversity.

### **3. STAFF**

#### **i) RECRUITMENT & SELECTION:**

Bowlers Nursery is an Equal Opportunities Employer and advertises this when recruiting staff. The Nursery endeavours to advertise in appropriate professional tabloids which will reach all areas of the community. It is stated on the nursery's recruitment package that the recruitment and selection procedure is fair and equitable and that we acknowledge the importance of diversity to enrich the provision.

**BOWLERS COMMUNITY NURSERY**

**EQUAL OPPORTUNITIES POLICY**

**STAFF CONT**

**ii) INDUCTION:**

On accepting the offer of employment staff have to be aware of their responsibilities towards themselves, the children other staff and parents. During the Induction Process staff will be made aware of certain policies including the Equal Opportunities Policy as well as other current and relevant guidelines.

**iii) TRAINING:**

Further to the training and knowledge shared by the Named Person the nursery will seek to provide appropriate courses for the staff through Islington Council.

**iv) STAFF MEETINGS:**

All matters relating to Equal Opportunities will be raised at Staff Meetings – this will ensure that staff remain aware and up to date of any pertinent issues.

This policy is reviewed on an annual basis

**EQUAL OPPORTUNITIES POLICY REVISED JUNE 2013**

SIGNATURE: \_\_\_\_\_ (Manager)

SIGNATURE: \_\_\_\_\_ (Director)