

## **EQUAL OPPORTUNITIES**

NAMED ENCO:

Alison Wight  
Charlotte Ferguson

Birchwood Private Day Nursery is open and welcoming to children, parents and staff regardless of class, race and sex. We also recognise that many other groups are discriminated against, so we extend this policy to cover disabled people, children with special needs and other factors such as age, marital status or family circumstances.

The nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements.

We expect all staff in the Nursery to have regard to equal opportunities for all children and individuals, be free of racial or sexual stereotyping and to ensure that all children and individuals are offered the full range of opportunities and experiences.

All equipment and resources will be selected to show positive images of all people, races and cultures to avoid any form of stereotyping. The curriculum is planned to take account of individual needs and interests.

There will be arrangements for celebrating festivals from all cultures as well as birthdays. Parents will be informed of all planned celebrations.

The nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements.

In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colours, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the daily running of the nursery.

## **INTERACTION BETWEEN ADULTS AND CHILDREN**

Any inappropriate remarks, attitude or behaviour will be challenged and discussed with children and adults.

Children or adults should never be made to feel inadequate because of their disability or educational needs.

DATE: 2013

REVEIWED: 2014