



5. Equal Opportunities Policy

Little Joey's Nursery has appositive Equal Opportunities Police to meet the need of the families that we work with, the staff that we employ and the community in which we live, through enhancing understanding and awareness of others.

All children irrespective of ethnicity, culture, home language, gender, family background, learning difficulties, race, ethnic origin, disability, religion or believes, will be offered challenging and enjoyable learning opportunities in their time at Little Joey's Nursery.

We will make all children feel welcome, safe and secure in a homely environment where they can feel comfortable, enabling them to learn through their explorations and experiences. We encourage this in an enabling environment with a range of activities that are planned with children's interest and abilities in mind.

All staff have a responsibility to ensure that their own practice is reflective of our Equal Opportunities Policy, identifying any additional training they may need to ensure they are meeting the needs of all the children in our care.

Little Joey's Nursery Equal Opportunities Policy will also come into force when employing a new member of staff. The position will always be advertised and filled according the job description and person specification that we provide.

Little Joey's Nursery has a zero tolerance of racism within the setting, and will act swiftly to address any matters that are raised by children, staff and parents.

We ensure that all children are treated fairly and with equal regard, ensuring that children with disabilities are included in all activities or that reasonable adjustments are made for them.

We provide toys and activities that are gender non-stereotypical and fully inclusive.

We support children to understand the importance of kindness, consideration and fairness to all.

Our parent partnership is designed to meet the needs of all parents, and events that are special to a particular family are identified and planned effectively for.

The legal framework for this policy is based on:

- Equality Act 2010
- Children Act 2004
- Care Standards Act 2000
- Childcare Act 2006
- Special Educational Needs and Disabilities Act 2001

Date:

Signed:

Review Date: