

Equal Opportunities Policy

We work within the Statutory Framework for the Early Years Foundation Stage (EYFS), published by the Department for Education (DfE) in March 2021, effective from September 2021

Merry go Round Day Nursery is committed to provide equality of opportunity for all children and families in accordance with all relevant legislation including:

Links to:

Children and Families Act 2014	Equality Act 2010
Convention on the Rights of the Child – UNICEF 1992	Freedom of Information Act 2000
Data Protection Act 2018	Human Rights Act 1998

We believe that the group's activities should be open to all children and families and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to work with, our Nursery have an equal chance to do so.

Admissions

The Nursery is open to every family in the community. The waiting list operates on first come, first serve basis. We use the following system for accepting children from the waiting list:

- Date of application
- Appropriate age and stage of development for the rooms in chosen setting

Policy and Procedure information is given to families during the settling process.

Employment

The Nursery will appoint the best person for each position and treat all recruitment applicants, and all those appointed, fairly.

Commitment to implementing the group's Equal Opportunities Policy will form part of the Job Description for all workers.

Families

The Nursery recognises that all families have differing needs and we aim to offer support if needed. The Nursery offers a flexible payment system for families with differing means, i.e. Universal Credits, Grants, Nursery Education Funding (2, 3 and 4 year funding), voucher schemes through employer and funding from other organisations.

Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families in the Nursery, and in our society, welcoming the diversity of their backgrounds.

In order to achieve this:

- We aim to acknowledge all the festivals that are celebrated in our area and/or by the families involved in the Nursery.
- Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated by their families or others and will be introduced where appropriate to the stories behind the festivals.
- We give every family the opportunity to tell us their cultural preference on the registration form as part of the admission process.

- Before introducing a festival with which the adults in the Nursery are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- We will respect and adhere to individual dietary requirements.

Inclusion

It is our aim to include all children and adults into our Nursery from a wide diversity of needs, abilities, backgrounds and cultures, whilst valuing individuality

- We will not refuse a family without justification.
- We will not offer a worst standard of service to families.
- We will not offer a service of worse terms.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. British Fundamental Values are instilled throughout children's learning

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the Nursery will ensure that all children have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. All activities and resources are non-stereotypical.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. The Nurseries display multi-lingual welcome posters and multi-racial photographs. Resources are sought to give the children the opportunity to experience diversity and world culture.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.

Special Educational Needs and Disabilities (SEND)

The Nursery recognises that children have a wide range of needs, which differ from time to time, considering these needs as they arise by observing and identifying how these needs can be supported.

Planning for Nursery meetings and events will take into account the needs of people with special educational needs and disabilities. Our Named SENCo is Sharon Parham, supported by the Room Supervisors.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Nursery. Our response will aim to demonstrate support for the individual(s),

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to help those responsible to understand and overcome their prejudices and try to make it clear that such behaviour/remarks will not be tolerated.

If staff were to make discriminatory remarks or show discriminatory behaviour, Merry go Round Day Nursery would follow the Grievance Procedure.

Language

Basic information, written and spoken, will be clearly communicated and an interpreter will be contacted if possible.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the Nursery. Our 'English as an Additional Language' Policy is adhered to at all times.

Food

Working in partnership with parents, children's medical, cultural and dietary needs will be met.

Meetings

The Nursery will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that families have an equal opportunity to be involved in and informed about the setting in a confidential manner.

Equal Opportunities Named Practitioner

At Merry-go-Round Pre-School Nursery at Green Croft – Sharon Parham and Nicki Ovel

At Merry-go-Round Pre-School Nursery at Riverside – Sharon Parham and Nicki Ovel

Adoption Date: 1st September 2020.

Signed:

Nm Ovel

Annual Review

Reviewed 1st September 2021

Reviewed 1st September 2022

Reviewed 1st September 2023

Next review 1st September 2024