Equality of Opportunity

(See also Behaviour Management Policy, Admissions policy and Special Educational Needs Policy)

The Orchard Nursery works in accordance with all relevant legislation. Staff at the nursery believe in promoting equal opportunities for everyone and value diversity in children, parents, carers, staff and visitors. We believe that all children have an entitlement to have equal access to a broad balanced, relevant and differentiated curriculum. Staff strive to ensure that all children develop self-confidence and high esteem whilst recognising and valuing differences between themselves and others. It is our aim to have regard for all relevant legislation.

The diversity of individuals and communities is valued and respected. No child or family is discriminated against, and all families will be welcomed into the nursery.

The member of staff with responsibility for Equal Opportunities is:

Kirsty Winkworth (ENCO - Equality named coordinator)

Jo martin - (SENCO)

It is this member of staff's responsibility to review, monitor and evaluate the effectiveness of our inclusive practices.

However, it is the responsibility of all staff to understand and promote equal opportunities through:

- Attending suitable training.
- Encouraging children to recognise their own unique qualities and the characteristics they share with other children.
- Working with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements etc.
- We aim to offer a variety of foods at the nursery to include food enjoyed by all nationalities. All dietary needs will be respected and catered for whether medical or cultural.

Equality of Opportunity

- Monitoring the curriculum and use of resources to ensure a broad and balanced curriculum that reflects our culturally diverse society and which is suitable for both active and more passive children. Our resources are selected to promote positive images and role models which are non-stereotyped.

- The nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. Job applicants and employees will be treated with equal fairness and will not be treated less favorably on the grounds of age, gender, sexuality, family status, race, religion, cultural or national origin or disability.

- Promoting an anti-bias curriculum to actively challenge negative feelings towards and stereotyping of others. This will be partly through using dolls, puppets and books to tell stories which help children to question their own feelings and views and to promote a sense of justice and fairness.

- Challenging negative comments from both children and adults.

- It is important to support anyone who is the object of discrimination, but we would also try to help the person who is speaking or behaving in a discriminatory way to change their behaviour for the future.

- Providing a range of equipment which reflects a diverse society such as dual language books, home corner equipment which reflects a range of home cultures, stories which reflect the diversity of our society, small world equipment etc.

- Celebrating a wide range of cultural festivals using appropriate teaching materials.

- Writing notices in a variety of community languages. The needs of bilingual children and adults will be recognized and information provided in the family's home language wherever possible.

- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.

Signed on behalf of the nursery.....Emma Middleton.....Date:… August 2026