

Kiddy Academy Equal Opportunities Policy

Statement of Intent.

The nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. The nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, ethnic or national origin, or political belief has no place within this nursery.

A commitment to implementing our equal opportunities policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the nursery manager/owner/registered person at the earliest opportunity.

The Legal Framework for this policy is based on:

- Race Relations act 1976
- Race Relations (Amendment) Act 2000
- Sex Discriminations Act 1986
- Children Act 1989
- Special Educational Needs and Disability Act 2001
- Employment Equality (age) Regulations 2006

The Nursery and Staff are committed to:

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills 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/belief, colour, cultural or national origin, or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.
- Providing a childcare place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media.
- Providing a secure environment in which all our children can flourish and all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity
- Providing positive non-stereotype information about different ethnic groups and people with disabilities
- Improving our knowledge and understanding of issues of equality and diversity

- Regularly reviewing childcare practice to ensure the policy is effective and practises which are discriminatory
- Making inclusion a thread, which runs through all the activities of the nursery including encouraging positive role models through the use of toys, imaginary play and activities that promote non-stereotyped images.

Admissions/Service Provision

The nursery is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy. The nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

Recruitment

The nursery will strive in its recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Adverts will include the following statement:

“Kiddy Academy – Striving towards equal opportunity”

Every effort will be made to ensure there is a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy and will have received appropriate training in this regard.

Application forms will be sent out along with a copy of the equal opportunities policy. Application forms will not include questions that potentially discriminate against the grounds specified in the statements of intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the statements of intent. At interview, all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

It is the policy of Kiddy Academy not to discriminate, whether directly or indirectly in the treatment of others. All Staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equal opportunities training.

Training

The nursery recognises the importance of training as a key factor in the implementation of an effective equal opportunity policy. The nursery will strive towards the provision of equal opportunity training for all staff on a yearly basis.

Curriculum

The curriculum offered in the nursery encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that children have equality of access to learning
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypes or derogatory images in the selection of materials
- Celebrating a wide range of appropriate festivals
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning
- We will ensure fundamental British Values is at the heart of our practice

Food

- We will work in partnership with parents to ensure that the medical, cultural, and dietary needs of the children are met.
- We will help children to learn about a range of food, cultural approaches to meal times and eating, and to respect the differences among them.

Meetings

- Meetings will be arranged to ensure that all families who wish to, may be involved in the running of the nursery.
- Information about meetings and activities will be communicated in a variety of ways according to individual needs (written, verbal, and translated), to ensure that all parents have information about access to the meetings.



Childcare at its Best

Review date: 16.01.18	Date of next review: 16.01.19