

**Equal Opportunities and Inclusion Policy**

Greenview Nursery is committed to providing equality for all and we take positive action to eliminate discrimination in all areas of work. We aim to ensure that every child and member of staff is given an equal opportunity to achieve their full potential. In addition each individual is entitled to learn, teach or work in a supportive environment.

We aim to do the following;

* Promote positive self-image in all children and to respect their individuality, providing for all children, according to their needs, irrespective of gender, race or any disability.
* Ensure quality of opportunity permeates the whole curriculum.
* When delivering the curriculum, ensure it contains non stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion.
* Include in resources, books, materials and equipment that are multi-cultural and non-sexist, providing positive images of all groups, including the disabled.
* Ensure the setting is sensitive to the needs of all.
* Review, monitor and evaluate the effectiveness of inclusive practices that promote and value diversity and difference.
* Acknowledge the richness and diversity of British Society and to help prepare children for their part in that society.
* Develop a positive attitude to equal opportunity by all staff, parents, helpers, students and volunteers.
* Recognise the uniqueness of every child in order to meet their specific needs and develop them to their full potential.
* Oppose all forms of discrimination. All inappropriate attitudes and practices will be challenged.
* All cultural and dietary needs will be met.

**Admissions**

The Nursery is open to equally to all pupils.

**Employment**

All posts are advertised in the local press. Internal posts are advertised on the staff notice boards.

The managing directors have overall responsibility for the recruitment of staff. They are responsible for monitoring the full process and ensuring that no discrimination takes place, intentionally or otherwise. There is always at least one member of the interview panel trained in safer recruitment.

**Festivals**

We aim to show respectful awareness of major events in the lives of our children and our society and to welcome the diversity of backgrounds from which they come. Our care and interest in every child from the day they start, enables us to share in and respect the diversity of faiths within our setting.

* We aim to acknowledge festivals which are celebrated by children/families involved in our setting and community.
* Children and families who celebrate at home will be invited to share their festival with us if they wish to do so.
* Children will become familiar with and enjoy taking part in a range of festivals, as part of the diversity of life.
* Visitors and parents will be welcomed to enhance the children’s understanding of our diverse society.

**The Curriculum**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and learning offered to the children will be in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. Children, parents and staff will be given equal treatment, equal opportunity to voice their opinions and equal access to resources. Positive action, especially by children, will continue to be rewarded and made known to the wider community.

We have regard to the SEN code of practice and children’s specific needs are identified and catered for, following procedures detailed in the SEN policy. We aim to make reasonable adjustments to enable all children to access the curriculum and feel equally valued and supported. Liaison between the key persons, deputy and managers, local authority SENCO, with involvement of parents and external agencies where necessary, will ensure that the needs of children are met, both for support and extension.

**Resources**

These will be chosen to give the children a balanced view of the world and an appreciation of the diversity of out multi-cultural society. Self-respect and the respect of other people will be developed. Images and words which reflect positively of diverse society will be used. Planning for and taking into account the needs of those with individual needs will remain high priority. Where reasonably possible, we will change environments and resources to meet the needs of individual children, should this be required.

**Discriminatory Behaviour/Remarks**

Any discriminatory remarks by children, parents or other adults are unacceptable at Greenview. Understanding and overcoming prejudices will be emphasised and clarity given that discrimination is not tolerated.

**Meetings**

We will make every effort to ensure that the time, place and conduct of information evenings, parent evening’s and meetings enable the majority of parents to attend, so that all families have equal opportunities to be involved in and informed about Nursery and child progress.

**Review, Monitor and Evaluate**

The policy and our practice will be reviewed annually. However it is a working document which can be altered throughout the year as we are continuously looking to improve our practice for the good of the children, staff and parents.

**English as an Additional Language Policy**

We believe that our Nursery should be open to all children, and to adults committed to their education and care. We aim to ensure that all who wish to be educated at or work here have an equal chance to do so. We are always willing to make changes and to adapt our practice in order to make this possible. We provide opportunities for children to develop and use their home language in play and learning. We equally support the children with English as an additional language to reach a level of speech and understanding to ensure that they are school ready. Through assessment, we monitor their progress to ensure that the gap in their learning narrows between the different groups of children. We work to support the parents and ensure that there is no language delay.