



The Wye Nursery Policies and Procedures

Equal Opportunities Policy

The Wye Nursery is committed to providing childcare services to all children regardless of their ethnic origin, colour, gender, disability or linguistic background. It is for this reason that the guidance in this policy must always be followed.

Nursery space availability:

- Spaces are issued on an availability basis.
- Spaces are never issued based on ethnic origin, colour, gender, disability or linguistic backgrounds.
- All children receive the same settling in procedure regardless of the above.
- The nursery asks parents/carers if their child has any special requirements on the admissions form.
- All parents/carers will be shown around the nursery in the same way regardless of the above and all will receive the same induction process.

Our approach to equal opportunities:

- Staff will welcome and engage with every parent, carer and child in a friendly, positive and professional manner.
- Staff will treat every child as an individual and with equal concern.
- The nursery will give every child equal chance to develop and partake in all activities.
- Staff will consider every child's individual needs and requirements when planning and developing the child's learning.
- Staff will consider a child's unique age and stage when they plan development activities.
- The nursery will actively encourage children to develop their own sense of identity and culture.
- The nursery will help children learn about cultures different from their own and develop positive attitudes to people who may be different from themselves.

How we actively encourage:

- All play activities will reflect non-sexist and non-racial attitudes. For example; Both boys and girls could be encouraged to play games such as football, or both boys and girls participate in cooking/cleaning role play.
- Regular opportunities in the teaching programme to include multi-cultural activities and foods etc.
- Resources displaying different cultures are readily available.
- Cultural/Religious festivals are always a part of the learning programme.
- Planning will be flexible to enable staff to meet the needs of children with additional needs.

Equal recruitment opportunities:

- The nursery makes decisions based on legal requirements, skills and ability to fulfil the job role when employing staff. Decisions are never made based on race, gender, marital status, age, ethnicity or disability.
- The same applies with promoting/demoting staff.
- All staff are always expected to act respectfully and should not make comments or act in a way that singles out a minority group or person.
- The nursery will always support its staff through illnesses and difficult times. The Manager adopts an open-door policy with regards to needing to talk about issues.
- All staff are given equal opportunities to develop and progress to reach their maximum potential.

Management has the primary responsibility for the successful implementation of the policy by:

- Not discriminating in the course of employment against fellow employees or job applications.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Bringing to the attention of employees that they will be subject to disciplinary action for failure to adhere to the policy



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Individual employees have the responsibility to ensure they assist the nursery in achieving these objectives by:

- Using tact and diplomacy in implementing the equal opportunities policy.
- Not discriminating in the course of employment against fellow employees, children, customers, suppliers or members of the public with whom they meet during their duties.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Reporting any discriminatory action to a member of the management team.