



EQUAL OPPORTUNITIES

Children's behaviour must be managed effectively and in a manner appropriate for their stage of development and particular individual needs.

Grassroots Day Nursery operates within the legal frameworks, which refer to Equal Opportunities (i.e. Equalities Act 2010). Grassroots Day Nursery recognises and welcomes all legislation and existing codes of practice produced by the appropriate commissions for the promotion of equal opportunities for all.

EQUAL OPPORTUNITIES POLICY

Grassroots Day Nursery are committed to an equal opportunities policy which seeks to ensure that any potential or existing individual participating at Grassroots Day Nursery is treated equally, irrespective of their ethnic origin, sex, cultural or linguistic background, marital status, sexual orientation or disability.

Grassroots Day Nursery and its entire staff are committed to the following:

- As positive role models all staff will promote non-stereo typical images with the use of toys, books and imaginary play. All play and learning experiences will promote images of both girls and boys
- There will be no stereotypical activities; all children will be encouraged to join in all activities i.e. dressing up, dolls, climbing, bikes
- Our child care practices will be regularly reviewed by the nursery Manager and management so that any discriminative or unfair practices can be removed
- Grassroots Day Nursery acknowledges that pre-conceptions relating to gender and sexism are abundant within language and we will challenge such language when appropriate
- Grassroots Day Nursery aims to demonstrate through its work that it positively values and respects children of all ethnic origins and racial groups, religions, cultures and linguistic backgrounds
- All participating at Grassroots Day Nursery must provide and reflect the needs of the children and families from ethnic minority groups. All participating must have the knowledge and commitment to treat all children at Grassroots Day Nursery as individuals with equal concern
- It is the responsibility of all Grassroots Day Nursery staff to establish and maintain equality of opportunity in employment. Special regard will be given to recruitment and selection, training, assessment and access to permanent employment. Discriminatory practices are unlawful and as such, appropriate action may be taken under the disciplinary procedures
- It is the responsibility of all participating at Grassroots Day Nursery including the management, employees and parents to help to eliminate discrimination within the setting. Any acts of discrimination should be reported to a member of management as soon as possible.

At Grassroots Day Nursery we provide an environment and resources whereby all children are given support and guidance throughout their time at the nursery.

We have a sound understanding of the DFES Special Educational Needs Code of Practice ensuring we use it throughout our practice. Through in-house training we ensure all staff have sufficient training to use it with confidence.

As highlighted in our equal opportunities policy, Grassroots Day Nursery is an inclusive setting ensuring all children have equal opportunity for admission. Once joining Grassroots Day Nursery, all children will have access to a broad and balanced curriculum whether by differentiating the curriculum or, where possible by changing settings to ensure all physical needs are met. We understand that parental involvement is essential in supporting their child's educational needs and we therefore ensure we develop a sound relationship with all parents in order for their child to achieve to the best of their ability.

We ensure that parents are informed at all stages of the assessment, planning, provision and review of their children's education, thus promoting a positive relationship.

We provide parents with information on sources of independent advice and support.

Where there is concern by any member of staff, parent or carer, that a child is showing signs of having special educational needs, the following steps are taken:

- Evidence for the concern will be recorded in the child's work book
- Staff will refer the issue to the nursery SENCO
- SENCO's, Room Leaders and other staff will discuss such concerns with the Manager and other staff involved in the care of the child
- Close observations will be made and concerns noted with appropriate dates
- The SENCO, Manager and Room Leaders can discuss and explore ways in which the increase in differentiation of activities will better meet the needs of the individual
- If appropriate Individual Education Plans (IEPs) will be completed
- The child's name will be entered into the Special Educational Needs register
- A review date made if satisfactory progress has been made. At the review targets will be set for the next review. If the progress remains satisfactory then the period between reviews will be increased
- The child's progress will be monitored and entered in the child's learning journey, reviewed and discussed with the child's parents and relevant staff
- If satisfactory progress is not evident relevant support agencies will be contacted i.e an educational psychologist
- A new education plan will then be drawn up to include information about the involvement of the support services

At the review date the following will be focused on:

- Progress made by the child
- Effectiveness of education plan
- Updated information and advice
- Future action
- Setting of a new review date

Throughout there will be a close consultation and partnership with parents.

If the Manager of the setting and other qualified staff are of the opinion that the child would benefit more from an alternative education system or specialist schooling, this will be discussed with the child's parents.

At Grassroots Day Nursery we understand that the needs of all children should be met. Therefore we must monitor the effect of an individual child's behaviour/needs and the effect this has upon the development and learning of all other children in the setting.

THESE ARE THE TYPES OF DISCRIMINATION:

RACIAL DISCRIMINATION

The Race Relations Act 1976 defines racial discrimination as discrimination on the grounds of colour, race, nationality or ethnic or national origins. In addition, discrimination or 'less favourable treatment' on the grounds of religious or political opinion are outlawed.

Toys, posters, games etc provide positive images of all races.

DISABILITY

The Act defines 'disability' as a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out day-to-day activities.

DISABILITY DISCRIMINATION

Under the Disability Discrimination 1995 Act, disabled people have a right not to be discriminated against in employment or access to goods or service.

Steps are taken to prevent those pupils being treated less favourably than other pupils.

Our facilities aim to assist access to the nursery by children with disabilities.

Our puzzles, games, books etc present positive images of disabilities.

Supervision would be provided where necessary.

PARENTS

Parents are aware of our equal opportunities policy, which is encompassed within the parental information.

THE CURRICULUM

All children will be respected and individuality and potential recognised, valued and nurtured.

Activities and equipment offer children opportunity in an environment free from prejudice and discrimination.

Boys and girls will be given full access to all activities and resources.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

RESOURCES

These will be chosen to give the children a rounded and diverse view of the world. Materials selected will help children to develop self-respect and to avoid stereotyping. Images and language used will help to create positive attitudes towards all members of society.

SPECIAL NEEDS

Special needs will vary; the needs of all children will be met (Please refer to special needs policy).

LANGUAGE

Children and parents who have English as a second or additional language will be valued and their language respected in the nursery. Parents will be encouraged to bring in words or phrases, which can be used in the nursery with their child to encourage the child to settle into the nursery. Words will be displayed in different languages.

FOOD

Working in partnership with parents, children's medical, cultural and dietary needs will be met. Multicultural topics will encompass a full variety of foods.

SignedProprietor
Signed.....Manager
To be updated 1/11/2017 or before if required