

## **Equal Opportunities Policy**

### **Statement of Intent**

We are an equal opportunities nursery school valuing everyone, whatever their gender, racial origins, cultural or social background and whether or not they have any disability. Each child should be encouraged to reach their full potential in life and opportunities for development should not be limited by prejudice. We accept each child as an individual and ensure that they are given every chance to develop their full potential in an atmosphere of mutual respect.

The Acorn Nursery School works in accordance with all relevant legislation, Including:

- Disabled Persons Acts 1958, 1986
- Race Relations Act 1976, 2002
- Sex Discrimination Act 1986
- Children Act 1989, 2004
- Human Rights Act 1998
- The Employment Equality Age Regulations 2006
- SEND Code of Practice and Equality act 2010

We recognise...

- Each religion is unique and each individuals/families beliefs are important to them.
- The ethnic origins of staff, children and their families will be respected and reflected.
- Every person's cultural and linguistic background should be recognised and celebrated.
- Ability, we acknowledge children attending our nursery have individual strengths and weaknesses, which staff will identify and support.
- No child would be excluded because they are wearing nappies
- Gender, all individuals entering our nursery will be treated equally and fairly regardless of their gender.
- Age, we value staff/parents/carers of all ages and recognise their different contributions are equally valuable.

Families joining the Nursery are made aware of its Equal Opportunities Policy.

We aim to provide equality of access to the Nursery curriculum for all children, regardless of gender, family structure, disability, ethnic origin, culture, religion or belief.

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice, discrimination and stereotyping. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others, to ask questions, express their feelings and empathise with others within an environment of trust, respect and tolerance.

### **Resources**

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society.

Materials will be selected to help children to develop their self-esteem and respect, and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people, including disabled people.