

EQUAL OPPORTUNITIES POLICY

Statement:

We seek to promote attitudes and behaviour appropriate to living in a multi-ethnic society. All adults and children are respected and treated as individuals.

Our aim is that our procedures and practices should not discriminate against or disadvantage anyone on the grounds of ethnic origin, gender, disability, religion, marital status or sexual preference.

This policy statement is monitored in staff meetings.

Children

Ours is a multi-cultural nursery which aims to fully develop the intellectual, social, creative and spiritual growth of all children. We believe in treating each child as an individual without racial or gender stereotyping. Children in our nursery are taught about and encouraged to have a positive attitude towards different races and cultures including religions and languages. Racial and sexist attitudes will be challenged and discussed.

We aim to provide all children with equal play and learning opportunities and materials, to present positive images of race and gender and to avoid racial or sexist stereotyping.

Adults

We believe in treating and respecting each person as an individual taking positive account of gender, religion, ethnic origin, sexual preference, disability or marital status. Racist and sexist attitudes will be challenged and discussed.

Disabilities

Our building includes unisex toilet facilities suitable for disabled persons and ramps and doors wide enough for easy access for wheel chairs. Children with disabilities or learning difficulties will not be discriminated against. See special educational needs policy.

Staff

The Students' Union, in giving full consideration to the requirements and the intent of the Sex Discrimination Act 1975, the Race relations Act 1976 and the Disabled Persons (Employment) Acts 1944 and 1958 has determined an equal opportunities policy as employers regarding its staff, which will be adhered to.

Staff who witness sexist or racist comments or behaviour should challenge and discuss the issue with the child or adult concerned. If they do not feel able to do this advice and help should be sought from the manager.