

SECTION 3

Safeguarding and Welfare Requirement: The provider must take all necessary steps to keep children safe and well

Oakwood Nursery Valuing diversity and promoting equality Policy

Our Nursery is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The Nursery's equal opportunities procedures aim to help everyone involved in the Nursery to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

We aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The Nursery recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, we will both welcome and encourage parents and carers to comment on the effectiveness of its policies and procedures.

We will facilitate regular opportunities for consultation with parents/carers about the service that the Nursery provides, as a means of monitoring the effectiveness of the equal opportunities policy.

Equal Opportunities Procedures

To realise the Nursery's objective of creating an environment free from discrimination and welcoming to all, we will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Nursery's services.

- Treat all children and their parents/carers with equal concern and value.

- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Nursery's programme of activities.

- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

- Ensure that the Nursery's recruitment policies and procedures are open, fair and non-discriminatory.

- Endeavour to recruit a staff team that reflects the make-up of the Nursery's local community.

- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.

- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management, and Dealing with Racial Harassment policies.

- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.

- Work to fulfil all the legal requirements of the Sex Discrimination Act 1976 and 1986, the Disability Discrimination Act 1995 and 2005, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.
The Manager will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:
 - Staff receives appropriate training.

 - The Equal Opportunities policy is consistent with current legislation and guidance.

 - Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.

All the Nursery's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

Please also see British Values Policy

(July 2018)

1.2 Inclusive practice	2.1 Respecting each other	3.2 Supporting every child	4.4 Areas of learning and development
1.3 Keeping safe	2.2 Parents as partners	3.4 The wider context	
	2.3 Supporting learning		
	2.4 Key person		