

Ashfield Plaza Day Nursery



EQUAL OPPORTUNITIES POLICY

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Overview

This policy seeks to ensure that all individuals, both staff and children, within Ashfield Plaza Day Nursery are encouraged to fulfil their potential and thereby enhance the overall life and culture of the nursery community.

We recognise that everyone is an individual and as such we must endeavour to ensure that everyone is valued and treated as such. Within society in general gender, race, sexual orientation, culture, age and social background can all contribute to the labelling and classifying of individuals in such a way as to obscure their individuality and limit the fulfilment of their potential. Through promoting diversity and equality for all, we will tackle and challenge discrimination. Closing the gap between the outcomes of different groups will ensure fairness, equal opportunities and celebration of diversity for all.

Principles

This policy will bring together all equality strands to set out our commitment to the following key principles:

- **All children are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
- **We recognise, respect and value difference and understand that diversity is a strength.** We take account of the differences and strive to remove barriers and disadvantages that people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual identity and orientation. We believe that diversity is a strength that should be respected and celebrated by all those who learn, teach and visit.
- **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities that are different from each other.
- **We foster a shared sense of cohesion and belonging.** We want all members of our nursery community to feel a sense of belonging within the wider community and to feel that they are respected and able to participate fully in nursery life.
- **We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- **We have the highest expectations for all our children.** We expect that all children can make good progress and achieve to their highest potential.
- **We work to raise standards for all children but especially for the most vulnerable.** We believe that improving the quality of care and education for the most vulnerable groups of children raises standards in the whole nursery.

Aims

- To challenge any discriminatory practice in nursery.
- To provide a broad and balanced curriculum so that all children may fulfil their potential
- To seek opportunities to raise awareness of the social implications of cultural and/or religious differences.

- To challenge stereotyped gender roles and to encourage all children and staff to fulfil their individual potential regardless of gender.
- To ensure equal access to the curriculum for all, irrespective of social financial background, gender, race or ability.
- To seek to address inequality of access to extra-curricular activities.
- To remove any forms of indirect discrimination which may form barriers to learning.
- To ensure that all recruitment, employment, promotion and training systems are fair and provide opportunities for all employed in the nursery to achieve.

The Equality Act 2010

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics).

Nursery has a duty to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between different groups.
3. Foster good relations between different groups.

These general duties include:

Age: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 – 30 year olds)

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Marriage and civil partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must and will be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating women unfavourably because she is breastfeeding.

Race: Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: Relates to gender identity.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Roles and responsibilities

We expect all members of the nursery community and visitors to support our commitment to promoting equality and meeting the requirements of the Equality Act. We will provide training, guidance and information if necessary to enable them to do this.

1. The Governing Body.

The governing body is responsible for ensuring that the nursery complies with legislation. Upholding this policy; its related procedures and ensuring strategies are carried out and monitored with appropriate impact assessments informing future plans. A member of the governing body has a watching brief regarding the implementation of this policy.

2. The Nursery Manager and management team

The Nursery Manager is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; for taking appropriate action in any cases of unlawful discrimination; and for reporting to the governors. A senior member of staff has day-to-day responsibility for co-ordinating implementation of the policy and for monitoring outcomes. S/he will have knowledge of the Equality Act.

3. Support Staff

All support staff will:

- Promote an inclusive and collaborative ethos both in the nursery and wider context.
- Be vigilant in all areas of the nursery for any type of harassment and bullying.
- Deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences.
- Support children with learning difficulties and/or disabilities or for whom English is an additional language.
- Understand that children have different styles of learning and multiple intelligences and need different styles of teaching and learning.
- Identify and challenge bias and stereotyping in the curriculum and in the nursery culture.
- Ensure the materials and content of learning covers a wide diversity of different cultures and people.
- Keep up-to-date with equality legislation, development and issues relevant to their work by attending relevant training and accessing information from appropriate sources.
- Plan and deliver curricula that reflect the nursery principles, for example, providing materials that give positive images in terms of race, gender and disability.

Equal Opportunities for staff: This section deals with all aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. To observe this we will

- Ensure that all staff appointments and promotions are made on the basis of merit and ability in compliance with the law.
- Ensure, wherever possible that the staffing of the nursery reflects the diversity of our community.
- Strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- Respect the religious beliefs and practices of all staff, children and parents/carers and comply with reasonable requests relating to religious observance and practice.
- Ensure that all staff receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring and evaluation.

We review the information and outcomes of our equalities action plan annually and make adjustments as appropriate,

General Data Protection Regulation

All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.