

Equal Opportunities

1. Purpose

1.1 The aim of this document is to outline the boundaries surrounding Equal Opportunities at Ashfield Plaza Day Nursery.

2. Scope

2.1 This policy applies to all staff and parents/Carers at Ashfield Plaza Day Nursery.

3. Policy Principals

- 3.1 Ashfield Plaza Day Nursery is an equal opportunity employer. It is the policy of the company to ensure that each job applicant is selected on ability to do the job regardless of sex, sexual orientation, race, ethnic origin, religion, disability, marital status or age.
- 3.2 Ashfield Plaza Day Nursery will provide equality of opportunity for all service users, their families and our staff. Everyone will be given the opportunity to be equally respected and valued, and to equally respect and value others.
- 3.3 We believe that people should neither experience racism nor prejudice in any form, and children should not learn prejudice attitudes from within day care services. Every effort will be made to treat each individual as a person in his/her own right. We acknowledge the uniqueness and dignity of every individual. We do not accept discrimination against any person on the grounds of gender, race, colour, cultural, background, ability, religious belief, age, or sexuality.
- 3.4 Our day care services will seek to create an environment which is free of discrimination. We will do this by means of the curriculum and activities, attitudes, and mutual respect. We believe children have the right to be given correct information about the world we live in. We will provide positive images of adults and children from all cultural backgrounds living in our society. This creates opportunities to talk about and appreciate the rich and varied differences between us all.
- 3.5 Our aim will be to give children the skills they need to learn to be aware of the world around them. We aim to help children learn to empathise with others, so that they have a basis on which to make up their own minds about what is fair.
- 3.6 We understand and acknowledge that Parents/Carers have their own views, beliefs and value base. We respect these views and would seek to support them where this is appropriate. However staff will uphold the company's equal opportunities policy at all times, and will challenge any actions or remarks from any source that is discriminatory within the day care setting.

4. Organisation and Allocation of Responsibilities

4.1 It is the responsibility of all staff to ensure all children and families are given equal opportunities at all times.

Limitations of this Policy

This policy cannot anticipate all eventualities therefore, professional judgement should be used to identify the appropriate course of action needed to protect those who are vulnerable and/or at risk. This judgement should

derive from multi-disciplinary team discussion rather than any one individual where possible.

Document management

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| Review cycle: | |
| Next review due: | |
| Policy owner | |
| Approving body: | Board of Trustees |