

JENNYSWELL CHILDREN'S NURSERY

EQUAL OPPORTUNITIES POLICY



JENNYSWELL

It is the policy of Jennyswell Children's Nursery to ensure all children, parents, visitors and staff who attend, visit or work in the establishment are treated as individuals and therefore, will be treated with respect and in a positive manner. As Jennyswell is an equal opportunities organisation it will ensure that no representative shall discriminate against service users or their families, visitors or employees, with regards to gender, age, religion, race, colour, marital status, ethnic origins, sexual background, physical or mental disability, etc.

The management will promote equal opportunities throughout the nursery in a variety of ways. The staff team will be provided with adequate and regular training. Through this the management will support and implement any changes required to policies, procedures, playrooms etc., in keeping with current legislation and best practice. The nursery will display and provide a range positive images and equipment to promote fairness and equality.

Jennyswell Children's Nursery will follow robust recruitment procedures prior to staff commencing employment, promoting a policy of non-discrimination. Staff will be treated with dignity and sensitivity; all efforts will be made to ensure each staff member's cultural, religious beliefs etc., can and will be catered for during their employment.

As children are about to commence a placement within the nursery a series of forms are issued to the parent/guardian for completion. These forms will provide the parent/guardian with the opportunity to inform the nursery of any special requirements, religious beliefs, cultural requirements etc. From this management and staff will support the child and family with the integration of these requirements in to daily nursery life.

Staff will make every effort to encourage children to participate in a wide range of activities in order to promote equal opportunities and respect for others. This will be achieved through displays, posters, cultural equipment, visitors etc., with all activities taking into account age and developmental stage of the children. Staff will create opportunities to learn and experience various cultures and promote independence, social integration and mutual respect.

Ultimately, it is our aim to provide an environment in which each individual can be assured their needs are met appropriately, An environment in which all are respected and treated fairly, An environment which fosters growth, independence, understanding and respect of others.

This policy will be reviewed on a regular basis and updated as required.