

EQUAL OPPORTUNITIES POLICY and PROCEDURE

As members of Wales PPA, we are fully committed to the active promotion of equality of opportunity for all children and adults involved in the provision.

Equal Opportunities means everybody should be treated as an individual.

This policy is intended to provide and maintain equality of opportunity for all children and adults involved in the provision and will reflect the needs of members and future members of the provision.

Advertising the Provision

The provision will ensure that everyone in the community will have access to information about

Bluebelle Nursery through:- County Family Information Services; Health Visitors; Doctors' Surgeries, Post Offices, Libraries and Shops in the language/s appropriate to the community.

Admissions

The provision is open to every family in the community. Please refer to admissions policy for further details.

Children and Adults in the Provision

Bluebelle Nursery will ensure all children and adults including those with special/additional needs are respected, valued, nurtured and their individuality and potential recognised.

All children and adults will be given the opportunity to understand they are part of a multi-racial society and to respect cultures, lifestyles, languages and religions other than their own.

All children will be offered activities to give them the opportunity to explore, value, acknowledge similarities and differences between themselves and others. Any discriminatory remarks, behaviour or stereotyping will be challenged and children and adults will be encouraged to understand the effect of such.

The provision will encourage the involvement of all parents/carers, making them welcome and encourage them to contribute in whatever way they can.

Where appropriate the provision will ensure all families have an equal opportunity to be involved in the provision. Any meetings regarding the provision will be arranged to suit all adults involved.

Resources

Books, posters and all resources will be checked regularly to ensure they positively and accurately reflect the diversity of society.

Employment

The recruitment process will be in compliance with current employment legislation.

Advertisements will be placed externally and internally in the languages appropriate to the community where possible.

All applicants will have copies of any relevant information.

A welcoming and professional approach at interview will be ensured, each candidate will be asked the same questions relevant to the post which will include reference to equal opportunities.

Signed: Date:.....

Equal Opportunity Race Equality Policy

Introduction

i General Statement Policy

The nursery is committed to work towards race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. The nursery is opposed to all forms of racial prejudice and discrimination. Language or behaviour, which is racist or potentially damaging to any ethnic or racial group, will be challenged. The nursery recognises that Wales and the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all children are adequately prepared to live in such a diverse society.

ii Responsibilities

The Committee

The committee is responsible for ensuring that the nursery complies with Race Relations legislation, including the general and specific duties in the Race Relations Act.

With assistance from the nursery, the Committee has responsibility for implementing appropriate course of action to enable the nursery to adhere to its Race Equality Policy.

- The Committee includes Race Equality issues as a regular item on the agenda of the Annual general meeting.
- The named Committee Member for Equalities is Mrs Sharon Edmunds.

Nursery Supervisor

The nursery supervisor has overall responsibility, with the Committee, for implementing appropriate course of action to enable the nursery to adhere to its Race Equality Policy. The nursery Supervisor ensures that staff receive training and are informed of the implications of the policy, including the relevant legislation.

It is recognised that **all staff** have a responsibility to promote tolerance and harmony within the nursery. However, to ensure appropriate focus and a strategic approach, 'named persons' will be identified.

Named Person for Racist Incidents

The named person/s for Racist Incidents is Mrs B Rees

The named person ensures that all reported racist incidents are recorded in a register and reported to the Committee.

Named Person for Equalities

The named person/s for Equalities or Equal Opportunities is Mrs B Rees

The named person for Equalities ensures that the nursery regularly reviews and evaluates all policies and practices in relation to Race Equality.

Nursery Staff

All staff are responsible for keeping up-to-date with Race Relations legislation and Equality matters.

Staff know how to deal with racist incidents in the nursery; how to promote diversity and how to identify and challenge bias and stereotyping.

Staff encourage positive working relationships between children and ensure that children of all racial and ethnic groups are included in all activities and have equal access to the curriculum.

Staff never discriminate or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment of particular groups, parents or other staff.

All nursery staff have a responsibility to read, understand and comply with this policy.

Communication

The Policy is available on request from parents, visitors and members of the wider community.

Signed: Date:.....