

EQUAL OPPORTUNITIES POLICY
(last updated June 2019)

*At Windmill Day Nursery we respect children and adults of different races, cultures, backgrounds disabilities and religions , we do not discriminate or stereotype between gender and will not tolerate bullying. All staff members and children are valued as individuals as are their parents/carers, and are treated equally. We will liaise with parents/carers and other agencies and train staff and make reasonable adjustments to meet the individual needs of all children in our care. We have a named SENCO (see manager) and follow the Lancashire SEND Code of Practice in this regard.(see Additional Needs Policy)

*Within the nursery we have many multi cultural materials and resources i.e. books, dolls, jigsaws etc. which are used to develop the children's awareness of other cultures and backgrounds. We also make every effort to ensure that any materials or methods that we use do not unfairly discriminate against any particular race or background.

*Play and learning experiences provided, encourage interaction between children, staff, parents of different gender, and social, cultural and religious backgrounds, in ways that are likely to promote and value diversity and differences and the development of values ,mutual understanding and respect.

*We work closely with our named area Inclusion teacher for Lancashire to review our practice and procedures and evaluate their effectiveness.

*All staff undergo a thorough induction during which they are given the Equal opportunities Policy and we discuss how the policy guides and informs practice within the nursery. All staff understand their responsibility to challenge stereotypical language and behaviour and to guide children in their care to value others.

*Windmill Day Nursery is an equal opportunities employer; therefore individuals of a particular racial group or gender /disability will not be denied consideration of a job vacancy. In job opportunity advertising we do not use job titles, which imply the exclusion of a particular group, disability or gender.

*We would also offer any part time employees the same opportunities as any full time employee, for example any training, either in house training or outside training. Holidays are granted pro-rata as well as bank holidays.