

# Cherrytree Nursery School Ltd

## Equal Opportunities Policy

Cherrytree Nursery School believes that no child, individual or family should be excluded from the Nursery School's activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help with the Nursery School have an equal chance to do so.

**Admissions:** The Nursery School is open to every family in the community. Children will be admitted in accordance with KCC guidelines i.e. three and four year olds eligible for a funded Early Years placement will be given priority over younger children. We will next offer places to siblings of children at Nursery, and then on a first come, first served basis.

No child will be rejected on grounds of age (subject to the age limits of all admissions), gender, family status, disability, colour, ethnic origin, culture, religion or belief.

**Employment:** The Nursery School will appoint the best person for each job, will treat fairly all applicants for jobs, and all those appointed. No applicant will be rejected on the grounds of age, gender, family status, disability, colour, ethnic origin, culture, religion or belief. Some staff employed by Cherrytree have disabilities e.g. dyslexia, therefore there may be errors in their written work. Any member of staff employed by us is assessed as to their effectiveness when working with children and we ensure they are competent to do so.

Commitment to implementing the Nursery School's Equal Opportunities Policy forms part of the job description for all workers.

**Families:** The Nursery School recognises that many different types of family successfully love and care for children, and these variations are welcomed.

**The Curriculum:** All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children the opportunities in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

**Resources:** These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

**Language:** Information, written or spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected by the Nursery School. Alternative forms of communication are used when speech is not available e.g. Makaton, communication cards etc.

**Food:** Medical, cultural and dietary needs will be met on request. Snack is provided by the Nursery and parents provide a packed lunch and drink, for their own children.

**Meetings:** The time, place and conduct of parent's evenings, open days, etc. will ensure that all families have an equal opportunity to be involved.

**Discipline:** Discriminatory behaviour or remarks are unacceptable in the Nursery School. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices. Children will be encouraged to act in a positive way whilst in the Nursery School.

**AEN / SEN:** Please see the separate Special Educational Needs policy.