

Policy Title and Number:

Equal Opportunities and Promoting Equality Policy

Policy Reference Number: JIC-062

Legislation that informs this policy

The Children Act 1989

The Data Protection Act 2003

Early Years Foundation Stage 2017

Disability Discrimination Act 2006

Freedom of Information 2000

Sex Discrimination Act 1968

Race relation Act 2000

Equality Act 2006

General Data Protection regulations 2018

SEND code of practice 2014

Prevent Duty 2015

This list is not exhaustive

Policy Aim

The stated aim of *Just Imagine Day Nursery – Canvey Island* is to seek to redress the present imbalance within pre-school child-care between those children who receive a good educational grounding, often by virtue of parents paying for it, and those who do not. We believe that this can be achieved by creating a geographically spread organization, the structure of which enables a substantial proportion of those latter young children to receive an education that would otherwise be denied to them. British values guideline must not contrast to motives of the company.

Policy

Insofar as our procedures and practices are concerned, the Company will operate within the letter and the spirit of extant legislation associated with equality and employment.

There will be no overt statement of separate procedures put into place solely to deal with these matters other than as an acknowledgement of the Company's legal obligations as stated above. Instead, equal opportunities will form part of good general practice and as such, their effectiveness will be determined by performance review and output monitoring.

Insofar as employees are concerned, any deviation from our policy, which demands equal treatment for all adults and children with whom they have contact, will render them subject to disciplinary action.

Any problems other than of an employment nature that may arise in any of our nurseries will be dealt with by the Nursery Manager according to the circumstances and will be subject to appeal, if necessary, to the Company's Director or his/her nominee.

Our Curriculum Model sets out areas relevant to these matters insofar as the education of children is concerned. The Company wishes it to be known that any meaningful Equal Opportunities policy must include the right of every child to reach his or her full potential. The way in which this will be achieved is set out in our Curriculum Model.

Guidelines

Any policy related to equal opportunities and racial equality must reflect within its aims and objectives the following components delivered principally through the Curriculum:

- Human dignity (to develop a sense of self-worth and respect for others irrespective of social, cultural, ethnic, linguistic or religious background)
- Justice and fairness (to value genuinely democratic processes and principles)
- Commitment to equality of Opportunity (to recognize this as underpinning relationships between individuals and groups)
- Appreciation of Diversity (to develop an open mind to other cultures and social groups and be willing to learn from them)

From these the following key guidelines emerge:

1. All children are to be encouraged to value their own cultural heritage within the context of

England, the multi-cultural country in which they live, and the common values that are shared with other cultures.

2. Every member of staff needs to accept responsibility for establishing a climate in which everyone can work amicably and constructively.

3. The provision of genuine equal opportunity must be inherent in the Curriculum such that its content in no way disrespects those from minority races or religions or unreasonably stereotypes individuals.

4. **Each nursery will clearly make known the unacceptability of any attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion or undermine another's self esteem.**

More specifically, this means the following codes of practice for directors, staff, children, parents, visitors and contract staff.

Staff:

1. Staff will treat each other, parents and all children with respect.

2. Staff will ensure that all resources conform to the principles outlined in this document particularly in respect of books and equipment.

3. Policies on displays, notices, uniform etc in each nursery will reflect its local community.

4. Attendance at courses on Equal Opportunities will be encouraged where these are seen to reflect and reinforce the principles in this policy.

5. Nurseries will encourage the use of community languages principally to foster command of English but also to recognize the importance of community languages in their own right.

6. Positive links will be developed with the homes of children and the communities from which the children come.

7. Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation are the responsibility of every member of staff. The company will support victims of such incidents.

8. Appointment and promotion of staff will be made strictly on merit and monitored accordingly. The directors will monitor the balance at all levels.

Children:

1. All children are valued for themselves and can expect to have their culture and language treated with respect.

2. Any child who is seen by other children, parents or staff to be abused racially or bullied will have the incident reported in the first place to their Team Leaders and to the Manager. All pupils will be treated in a concerned and sympathetic fashion and have any complaint fully investigated

3. Any child who commits such an offence against another child will be dealt with accordingly. This could mean exclusion in serious cases.

4. All pupils should treat staff with respect

Parents, visitors and contract staff:

1. Parents are very important to the Nursery and have much to contribute to the implementation of Equal Opportunities. Their views are welcome and valued at all times. We ask that parents fully support the Company's Equal Opportunities Policy and demonstrate that support accordingly.

2. The school will discuss with parents any incidence of racist behaviour or bullying in which their sons or daughters have been involved, whether as victim or perpetrator.

3. If parents are aware of any incidents of racism or bullying then they must speak first with the Head of Room in the Nursery and also ensure that the Nursery Manager has been informed.

4. Any visitors or contract staff in the Nursery who become aware of any incidence of racism or other form of discrimination should report them to the Manager or one of the senior staff. They should also abide by the policies set out in this document at all times.

Date updated: August 2021

Date for review: August 2022

Links to other policies: Access & Inclusion Policy, Language Policy, Admissions Policy, Curriculum Policy