

## **Equal Opportunities Policy including Special Educational Needs (SEN)**

### **Policy Statement**

Natural Nurture Nursery is committed to the principle of equal opportunity within the nursery community and in the employment of staff.

Natural Nurture Nursery works in accordance with all relevant legislation, including the:

- Disabled Persons Acts 1975, 1986
- Sex Discrimination Act 1975
- Race Relations Act 1975
- Children Act 1989, 2004
- Disability Discrimination Act 1995
- The SEN and Disability Discrimination Act 2005
- Equality Act 2006
- Equality and Human Rights Commission 2007
- Employment Equality Age Regulations Act 2006

### **The Nursery Community**

- The nursery's activities are open to all children and families, and to all adults committed to their welfare. We acknowledge the benefits of a diverse nursery community and appreciate that children can learn about the importance of diversity and respect for differences, from an early age.
- The nursery recognises that many different types of families successfully love and care for children.
- The nursery respects that each religion is unique and each individual's/family's beliefs are important to them.
- The ethnic origins, religious, cultural and linguistic backgrounds of staff, children and their families will be respected and celebrated.
- Children attending our nursery have a range of abilities. Each person has individual strengths and weaknesses that will be identified and supported.
- All individuals entering the nursery will be treated equally and fairly, regardless of their gender or sexual orientation.
- The nursery welcomes staff/parents/carers of all ages and recognises that their different contributions are equally valuable.
- Families joining the nursery are made aware of its Equal Opportunities Policy.

### **Employment**

The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Commitment to implementing our Equal Opportunities Policy will form part of the job description for all workers.

## **Festivals**

- Our aim is to show respectful awareness of all the major events in the lives of the children and families in the nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.
- Without indoctrination in any specific faith, children will be made aware of the festivals celebrated by their own families and/or others, and will be introduced, where appropriate, to the stories behind the festivals.
- Before introducing a festival with which the staff are not themselves familiar, appropriate advice will be sought and where possible, visitors will be invited to come and talk to the children. Children/families will be invited to share the festivals they celebrate at home with the nursery community, if they wish to do so.
- Children will be encouraged to welcome a range of different festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

## **The Curriculum**

- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Our play equipment, resources and planned activities ensure children have the opportunity to develop in an environment free from prejudice and discrimination.
- Appropriate 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-cultural 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.

## **Special needs**

- The nursery has a designated Special Educational Needs Coordinator (SENCO)
- The nursery recognises the wide range of special needs of children and their families in the community, and will consider what part it can play in meeting these needs.
- Planning for nursery meetings and events will take into account the needs of people with disabilities.
- The nursery has plans to accommodate children with a range of special educational needs and disabilities. Following a tour of the nursery, parents should discuss with the Nursery Management Team how well the setting meets these needs and/or how it could be adapted to do so.

### **Discriminatory behaviour/remarks**

- These are unacceptable in the nursery. 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.

### **Language**

- The languages of bilingual/multilingual children and adults will be recognised and respected in the Nursery.
- Children speaking English as an additional language will be encouraged to speak their home language freely in the nursery. Staff will show equal encouragement to children whether they communicate in English or in another language.
- Parents/carers for whom English is not their first language and parents/carers with a sight or hearing disability will be directed to staff or services who can support them in understanding information given out by the nursery, or when communicating with staff.
- Makaton training will be made available to staff where possible.

### **Food**

- Medical, cultural and dietary needs will be met and shown respect and understanding.
- The nursery will meet with parents to discuss individual dietary requirements and how best our menu can be adapted to meet those needs.
- The nursery welcomes opportunities to make dishes from around the world and seeks to provide each child with a mix of new and familiar tastes.
- When the children are learning about different countries and festivals, the nursery menu will try to plan meals and snacks to complement the curriculum and celebrate diversity.

This policy was adopted at a meeting of The Natural Nurture Nursery Management Committee held on the 3<sup>rd</sup> March 2016.