

## 04 Equal Opportunities Policy

### Statement of intent

At Sticky Fingers we take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this nursery. Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the manager at the earliest opportunity.

The nursery and staff are committed to:

- 1 Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.
- 2 Encouraging children to join in activities, i.e. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc.
- 3 Regularly review childcare practice to ensure the policy is effective.

We aim to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, we will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.

### Service Provision

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of the nursery to provide the necessary standard of care.

We will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

### Recruitment

We will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Adverts will include the following statement:

*"Sticky Fingers Day Care Nursery - striving towards equal opportunity"*

Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.

Application forms will not include questions that potentially discriminate against the grounds specified in the Statement of Intent.

At interviews no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. At interviews all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

### Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies.

All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent.

All staff will be expected to participate in equal opportunities training.

### Training

We recognise the importance of training as a key factor in the implementation of an effective equal opportunity policy. We will strive towards the provision of equal opportunity training for all staff.

### Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in our Nursery and in our society as a whole and to welcome the diversity of the backgrounds from which they come.

In order to achieve this, we aim to acknowledge all the festivals, which are celebrated in our area and/or by the families involved in the Nursery.

Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

Before introducing a festival with which the staff in the Nursery are not themselves familiar, appropriate advice will be sought from people whom that festival is a familiar one.

Children will be encouraged to welcome a range of different festivals, together with 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. Activities and the use of the play equipment we have to offer enable children to develop in an environment free from prejudice and discrimination.

### 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 develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

### Discriminatory behaviour/remarks

These are unacceptable in our 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

Information, written and spoken will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and staff are an asset. They will be valued and their languages recognised and respected in the Nursery.

### Food

Medical, cultural and dietary needs will be met.

### Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Nursery.