



## Batford Nursery School & Day Care

### BATFORD DAY CARE LTD EQUALITY OF OPPORTUNITIES POLICY

<b>Version</b>	1.0
<b>Based on Model Policy</b>	Not applicable
<b>Review body:</b>	Day Care Manager
<b>Date issued:</b>	June 2019
<b>Review frequency:</b>	Annual
<b>Target audience:</b>	All stakeholders

<b>Version</b>	<b>Date</b>	<b>Notes</b>
V1.0	June 2019	New policy format

Batford Nursery School and Day Care is committed to:

- Safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole community.
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs: any staff member, pupil or visitor expressing opinions contrary to fundamental British Values, including 'extremist' views, will be actively challenged.

**BUILDING STRONG FOUNDATIONS FOR OUR CHILDREN**

Batford Nursery School and Day Care, Holcroft Road, Harpenden AL5 5BQ

**Section 3 Statutory Framework for the EYFS**  
**3.66 – The Safeguarding and Welfare Requirements**

*‘Providers must have and implement a policy and procedures, to promote equality of opportunity for children in their care, including support for children with special educational needs or disabilities’*

## **1. Context**

At Batford Day Care we have regard for the Equalities Act 2010 which encompasses the Disability Discrimination Act 1995, SENDA 2001 and the Race Relations Act 1976. The quality of life is diminished for all by any form of discrimination. In society where discrimination exists at personal and institutional levels, it is essential for us to adopt an equal opportunities policy. This may involve implementing anti-discrimination strategies and responding in a positive manner by not ignoring discrimination.

## **2. Responsibility**

Particular responsibility for Equal Opportunities falls to the Manager Jo Hobbs who attends in-service training on Equality of Opportunity and leads staff development in this area.

## **3. Policy Statement**

Batford Day Care welcomes all children equally. Staff give a positive message that is clearly opposed to all forms of discrimination. Parents and members of the community are made to feel welcome and of value to the Day Care setting. All children, parents and staff will be treated equally regardless of their abilities, gender, race or culture and any incidents acted upon promptly.

## **4. Procedure**

- All planning and activities will be inclusive and encourage participation from all the children.
- Positive discrimination will be used to encourage reluctant children to experience the full curriculum.
- The management of resources will ensure that both boys and girls have full access to all kinds of activities and equipment.
- Resources reflect diversity, giving a balanced view of the world and displaying positive images. This encourages both children and adults to value non-stereotypical roles, disability and diversity.
- Children and their families will be encouraged to share their cultures and beliefs within the setting; activities and displays relating to these are included in the planning.
- The Equal Opportunities Co-ordinator and the SENCO will undertake half-yearly accessibility assessments. In the event of significant changes to the layout of the room or the identification of new individual needs, additional assessments will be performed.
- Where parents do not have an understanding of English, we seek to make contact with another family member. e.g. an older sibling, who does. Where this not possible a translation service will be procured.
- Staff will have the opportunity to attend equal opportunities in-service training in order to monitor and reflect upon their nursery practice.
- Equal Opportunities will be a regular item on all staff meeting agendas and the staff team as a whole will be engaged in discussing issues relating to this.