



Equal Opportunities Policy

At Compton Valley Nursery we value every child and are committed to offering all children the same access to early years play and learning opportunities, irrespective of their gender, race, religion or cultural background. We also recognise the importance of helping young children to value diversity within our culture and the need to respect the beliefs, culture and values of all those within our community.

These are our guiding principles:

- Every child has the right to participate fully in all aspects of Nursery provision.
- All staff must work to ensure that there is no gender division in terms of the opportunities provided for children, their participation in activities or expectations by staff or other adults about the involvement and achievements of children at nursery.
- All activities shall be open to both girls and boys.
- Play space shall not be dominated by one group and or activity.
- Activities shall be planned to help children to value diversity, and understand the need to treat all others with equality and respect.
- Children shall be helped to learn a sense of acceptable and unacceptable conduct in all aspects of their behaviour, including their behaviour towards other children and adults.
- The same expectations of good behaviour shall apply to both girls and boys and rewards/sanctions fairly applied.
- The register shall be alphabetical by surname and not split into boys and girls.
- Children will be encouraged to play in mixed groups.
- Staff should be aware of the time they devote to all children and ensure no child is disadvantaged because they demand less time or attention.
- Bullying including taunting or teasing is in conflict with our equal opportunities policy and is unacceptable at Nursery. This and any racist, sexist or discriminating remark or activity will be challenged.
- All staff at nursery will endeavour to welcome and work in partnership with all parents, carers and children
- Every person has the right to be treated fairly and without discrimination on any grounds including race, gender, language, religion, cultural background, age, lifestyle, sexual orientation, sensual physical impairment or appearance.



- Staff and adults at Nursery shall endeavour to present good role models for children in all aspects of their behaviour towards children and adults.
- Equal opportunities shall permeate the life of the nursery and is recognised as being fundamental to a happy and healthy environment.

Purpose

- To increase awareness and understanding among all staff, parents, carers and children about equal opportunities.
- To help children become aware of the world both as it is and as we should like it to be.
- To provide positive role models in our behaviour and communications with others.
- To discuss and agree strategies for dealing with behaviour which demonstrates prejudice should this arise.

Guidelines

- Staffing: In all staff appointments the best candidate will be appointed on strictly professional criteria.
- Admissions: Sex, race, colour, disability are not permitted criteria for determining admissions to the nursery