**Equality of opportunity**

**July 2022**

**Policy Statement**

At the Sam Morris Nursery we value and promote an inclusive practice in meeting the needs towards all children and their families and staff members. Our setting adheres to anti-discriminatory practice and is fully committed to promote equality of opportunity and valuing diversity for all children and families. We aim to:

* Provide an environment that is both secure and accessible to all children where all contributions are respected and valued which will enable our children to flourish.
* Contributions from all families will be welcomed and valued on equality and diversity.
* Promotion of positive information which is not stereotypical about diverse cultural and ethnic groups, gender roles and disabled people.
* Keep abreast of current legislations and improve on our knowledge and understanding of anti-discriminative practice, to ensure valuing equality and diversity is promoted and adhered to.
* Promote an inclusive practice by ensuring activities meet all the children’s individual needs and requirements.

**Procedures**

**Admissions**

The Sam Morris welcomes all members of the community

* We base our admissions policy in line with the borough of Islington
* We offer information in languages requested
* Parents are made aware of our equality of opportunity policy during the settling in period
* Children and families are not discriminated against, or refused a placement, on the basis of ethnicity, colour, religion or social background, For example; being an asylum seeker or part of the Travelling community.
* We fully adhere to the Special Educational Needs Code of Practice (2015) and inclusion, ensuring that a child with a disability or Special Educational Needs are not discriminated against.
* We endeavour to have a balance of boys and girls in the setting
* We meet the individual needs of all children to enable them to participate in all areas of the learning environment as well as the curriculum for example the development of an action plan.
* Any discriminatory behaviour by staff or parents will be dealt with in accordance to our behaviour policy.

**Roles and Responsibilities of designated Equality officer**

The Sam Morris Nursery has 1 designated Equality of Opportunity officer (Melanie Warne) who is responsible for ensuring that all children and their families are treated equally.

It is the responsibility of the designated coordinator to;

* Attend regular training, and share any new found knowledge with staff members.
* Ensure all staff, volunteers and students adhere to the guidelines and procedures.
* Ensure there is a range of resources promoting the children's different cultures.

**Employment**

* Job vacancies are open to applicants from all backgrounds and are advertised and all applicants are assessed against clear and fair criteria.
* Recruitment criteria will ensure that individuals are selected according to their relevant merits and abilities, subject to references and checks by regulated Disclosure Barring Services Agencies.
* All job descriptions promote equality and recognising and respecting diversity as part of the job specifications and commitment to the promotion of this.
* All contracts of employment, including grievance and disciplinary procedures, will have regard to implementation of the settings Equality of Opportunities Policy.
* To ensure a fair and accessible process we continually monitor our application procedures.

**Training**

* The setting is committed to providing regular training on all aspects of equality of opportunity awareness and practise in order for staff to maintain and develop a sound knowledge of the different religions, cultures, languages (including sign), sexuality issues and disabilities, anti-discriminatory and inclusive practises to enable the children to flourish.
* We ensure staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
* The staff and management committee members are required to recognise the different levels of discrimination and possess a positive awareness in order to combat the problem effectively.
* The settings practise is reviewed regularly to ensure that we are fully complying and implementing our policy and procedures for equality of opportunities.

**Curriculum**

Skills for critical thinking are encouraged and promoted along with empathy towards others through the curriculum by encouraging children to develop positive attitudes towards others and themselves.

* We will develop, monitor and evaluate practice to ensure that it promotes equal opportunities in order to ensure equal access by all children to the curriculum through planning and providing activities that reflect each child’s individual needs.
* The setting will support children in becoming familiar with diversity and ensure that they feel comfortable and positive about themselves and their identity, as well as the cultural identities of their peers.
* The setting will incorporate different cultures and life styles into all aspects of the curriculum by providing activities and materials that reflect positive stereotype images. Promoting an understanding that discriminatory behaviour and language are hurtful and unacceptable.
* Children with English as an additional language (EAL) will have full access to the curriculum and will be supported in their learning and their mother tongue is promoted and encouraged throughout the setting

**Valuing diversity in families**

* We work in partnership with all families and therefore welcome their diversity of family lifestyles.
* We encourage children’s cultural identities
* We welcome families and their culture into the setting
* We will develop means to ensure the full inclusion of families with English as an additional language
* We have places which are partly funded by the local borough to enable families of differing means access into the setting, and offer information regarding sources of financial support

**Food**

* We meet children’s individual medical, cultural and dietary requirements through working in partnership with the parents
* We provide a diverse menu, promoting different cultural foods encouraging parents to contribute towards the menus.
* We promote different cultural approaches to meal times and eating through a range of activities and help the children to learn about the variety of foods.

**Meetings**

* Meetings are open to all families who wish to attend and we accommodate meetings to their lifestyles
* A variety of methods notifying families of meetings are adopted

**Monitoring and reviewing**

* All policies and procedures are reviewed on an annual basis to ensure their effectiveness in meeting the overall aims promoting equality of opportunity
* A complaints procedure and log book is available for families to see.

**Legal frameworks**

* The Equality Act 2010
* Race Relations Amendment Act 2000
* Sex Discrimination Act 2013
* Children Act 2006
* Special Educational Needs and Disability Act (SENDA) 2001
* Disability Discrimination Act (DDA) 2010

Approved by: (**Chair of Management Committee,** Rachid El-Ouaret)

Date: