

# Equal Opportunities Policy

Sunny Socks Nursery School and all staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. We will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, language, disability, religion, sexual orientation, marital status or for financial reasons. Sunny Socks is open to all members of the community and everyone will be made welcome. Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable.

## Procedures:

In order to promote equality and diversity we will:

- Ensure that all parents are made aware of our Equal Opportunities policy.
- Offer equality and choice for all.
- Reflect the diversity of members of our society in our publicity and promotional materials.
- Ensure our Admissions policy promotes equality for all children and families.
- Provide opportunities for parents/carers to contribute to their child's care and education.
- Offer information regarding sources of financial support for families with differing means.

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- Listening to children to ensure each child feels included, safe, valued and respected.
- Ensuring that all children have equal access to activities, resources and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Providing play materials/resources and activities that demonstrates diversity of background and ability, and help to develop positive attitudes to differences of race, culture, language, gender and ability.
- Promoting children's awareness of their own culture and beliefs and those of other people.
- Ensuring the differentiation of activities to include the needs of all children.
- Working in partnership with key professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of the provision.
- Avoiding stereotypical images in equipment, resources and activities.
- Using positive, non-discriminatory language with all children.
- Valuing the home background of all children.
- Ensuring any discriminatory language or practice is challenged appropriately.

- Staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning.
- Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.
- The setting SENCo will attend training around special educational needs and the code of practice.
- We expect everyone involved in the setting to seek to eliminate racism where it is identified.