Little Learners
NURSERY GROUP

Equal Opportunities Policy

Reviewed: July 2021
To be reviewed: July 2022

INTRODUCTION

All individuals are entitled to a quality of life which will enable them to achieve their full potential, regardless of race, culture, class, gender, sexuality or disability.

AIMS

We aim to ensure that children and adults will:

(a) develop respect for themselves and each other regardless of race, gender, sexuality, class or disability.

(b) value and appreciate different cultures and ways of life without prejudice.

(c) appreciate the fact that everybody has a contribution to make to the nursery and the wider community.

(d) share and develop our commitment to equality of opportunity.

OBJECTIVES

1. Culture is central to a child's identity and the learning environment should reflect the culture of those within it and within society at large.

2. The encouragement of a positive self-identity is important for all children whatever their race, culture, class, gender, bilingual ability or special educational need.

3. All adults in nursery must be aware of the cultures represented in the Nursery and the community and of the customs and attitudes within those cultures.

4. Staff need to be sensitive to the feelings of children and parents where these relate to cultural conflict and to reinforce positive attitudes towards multicultural education and equal opportunities.

5. Displays of work and resources should reflect the cultural diversity of people within the nursery and of the world in which we live.

6. Staff should be aware of the negative connotations of some of the language and terminology they may use regarding race, gender, homophobia and disability.

IMPLEMENTATION

1. Staff must aim at an early identification of any Special Educational Needs a child may have so that s/he may benefit fully from the learning environment of the nursery.

2. Identification of needs must be a partnership between parents, staff and other professionals in a joint endeavour to discover and understand the nature of the difficulties and needs of individual children.

3. We are committed to the integration of children with disabilities into main stream education, where possible.

4. It is important that children should have their Special Educational Needs met as a result of sensitive and ongoing assessment. Any difficulties a child may have must be made known to all those working with the child.

5. If support services are involved, it is important that it works in a way that takes due account of language and cultural diversity in arriving at an assessment.

6. In dealing with children with Special Educational Needs reference must be made to the Special Needs Policy.

7. The curriculum should be flexible so that it may be adapted for those children identified as having Special Educational Needs.

8. In their planning staff should be aware of equality of opportunity for all children regardless of race, culture, religion, disability and gender.

9. We will foster in children's a belief in themselves, giving them a sense of responsibility for themselves, others and their environment.

10. We will make use of counselling as well as sanctions in disciplinary procedure. Child conferencing will be organised by the Principal/Nursery Manager

GENDER

1. The gender of a child should not inhibit learning and staff must ensure that stereotyped attitudes and opinions are not accepted.

2. Nursery resources and equipment should reflect the society in which children are living and present positive images of women and men and not stereotypes.

DISABILITY

1. We will provide a safe working environment for disabled staff and children.

2. The nursery will ensure that where possible disabled staff and children are provided with equipment and facilities to enable them to participate fully in the life of the nursery.

RACISM/ HOMOPHOBIA

1. Questions about racism, homophobia, name calling incidents or abuse, must never be ignored. Children must be given appropriate information when and where situations arise.

2. Issues to do with racism/homophobia should be discussed in a manner which reflects the nursery's policies on equal opportunities and racism.

3. We will deal with issues of prejudice and stereotyping by:
   - raising awareness of all forms of stereotyping among children and staff
   - recognising the implications on expectations and performance