



Equality of Opportunities Policy

At Apple Blossom Nursery we make sure that we actively promote a culture of equality, dignity, courtesy and respect throughout the provision. Equality means being fair, respectful and recognising individual needs and identities of others. Unacceptable attitudes and practices include assumptions and stereotyping which can lead to prejudice which in turn can lead to mistreatment or bullying.

We ensure that we treat all children with equal concern and respect and ensure their rights and entitlements are upheld. We value and respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping. We will not discriminate against children or their families on the grounds of disability, sexual orientation, age, class, family status, and HIV/Aids status.

We provide equal chances for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language, and ability. We will make provision to support any learning difficulties children in our care have and adapt the premises to suit the needs of any child with SEN as much as possible. We provide and make sure that all children have access to a range of books, puzzles and other toys, which provide positive images and examples of the diversity in our society. Our resources include a variety of dressing up costumes from different cultures, and books and games about diversity.

We challenge racist and discriminatory remarks, attitudes and behaviour from the children through careful explanation and discussion about issues that arise. We always help children to feel good about themselves and others, by celebrating the differences which make us all unique individuals. We encourage children to praise others for their achievements; from 'good sharing' to creating a piece of artwork. We plan to meet individual needs of the children through careful observation and assessment.

We will work closely with parents to listen to their views so as to build on children's previous experiences, knowledge, understanding and skills and provide opportunities for the children to develop across the prime and specific areas of learning in the Early Years Foundations Stage guidance.

We uphold the anti-discrimination Law and Equality Act 2010 and will not discriminate against anyone because of age, being married or in a civil partnership, being or becoming a transsexual person (gender reassignment), being pregnant or having a child, disability, race/nationality, religion/belief, sex, or sexual orientation.