



The Close Day Nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within this nursery.

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager at the earliest opportunity.

**The legal framework for this policy is based on:**

- Equality Act 2010
- Children Act 2004
- Care Standards Act 2002
- Childcare Act 2006
- The Children and Families Act 2014

The Close Nursery School will endeavour to implement any Equal Opportunities Policy as appropriate. The Equal Opportunities Coordinator is currently Lorraine Wetherill.

**Admissions**

The Nursery is open to anyone in the community who elects to pay for their child's education or wishes to make use of Early Years Grant Funding where applicable. Entry is by application subject to availability.

We offer flexible payment schemes for families of different means, and individual needs should be discussed with the Nursery Manager. See Pricing Policy and Terms of Business contained in the nursery prospectus.

**Generally**

At the nursery we value and respect all racial origins, religions, cultures and languages. Each child is valued as an individual, without racial or gender stereotyping. We endeavour to provide access and facilities for children with special educational needs. All play equipment is selected to show positive images of all races, cultures and disabilities and to avoid racial or sexist stereotyping

Every child should be encouraged to develop and learn without prejudice.

Equal Opportunities should be fully integrated into the Nursery by activities and displays positively reflecting the History and Culture of living in a multicultural society.

All play activities must reflect non-sexist and non-racist attitudes. Role playing situations, books, posters, storytelling, food & cooking activities, dressing up, jigsaws, music etc. should all be used to emphasise our non-racist and non-sexist attitudes.

The Nursery believes that it is the right of everyone to be treated as an equal and with respect and that no religion or culture is superior to any other. The Nursery will challenge any form of discriminatory remark or behaviour. The response will be to be sympathetic with the victims and to try and help those responsible to understand their prejudices.

### **Language**

Every effort will be made to communicate to Parents/carers in their own language. Translations of this policy and others can be arranged. There are several sources of help and assistance for any child or parent/carer that is having difficulty understanding and it is the policy of the nursery to ensure that every effort will be made to accommodate such needs.

### **Employment**

The Close Day Nursery School is an Equal Opportunities Employer. It aims to ensure that individuals are recruited, selected, trained and promoted without discrimination of any sort. In this respect the Nursery will try to ensure that no job applicant will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality.

### **Records**

All registration forms are kept for the recommended periods of time i.e. 7 years from the time the child leaves the nursery and monitoring of minority groups can be determined from these. (see retention period documentation within the GDPR file).