

EQUAL OPPORTUNITIES

STATEMENT OF INTENT

Bowden House Day Nursery will ensure all individuals within the setting children, staff, parents, students, volunteers and visitors are treated equally and with respect in accordance with the 1976 Race Discrimination act which covers both direct and indirect discrimination.

1. All individuals' adult or child are to be given equal opportunities and not discriminated against on grounds of race, religion, colour, disability or age.
2. Staff is to treat all children equally, offer praise and encouragement ensuring they feel valued in order to build self esteem and independence.
3. Staff should portray a positive self image and act as positive role models through play, toys, artistic expression and exploration of the world around them. Whatever gender children should be encouraged to participate in all activities, these should promote positive self image of men, women, boys and girls of all races, cultures and disability.
4. All staff will be informed of the settings aims to ensure equal opportunities for all. Staff will be recruited, selected and ongoing training programs promoting equal opportunities will be offered.

OBJECTIVES

1. All staff will be informed and given the opportunity to read all the settings policies including equal opportunities.(copy kept in staff room)
2. If staff observe any behaviour which conflict with the settings policy on equal opportunities either be a colleague or child this must be dealt with immediately. With regard colleague report the incident in question to the Nursery Manager. In regard of child depending upon age explain how their behaviour/actions are not appropriate.
3. Through equipment and the celebration of cultural festivals children will learn to respect and develop positive attitudes towards other cultures, religions and disabilities. They will learn that we live in a multi-cultural society and respect should be given to different cultural beliefs and values.
4. Children with disabilities will be considered on an individual basis. Each disability carries with it varying degrees of care and knowledge. The nursery must feel it can fully meet all the requirements of the child in a safe manner offering them the same opportunities as the other children, providing access to all areas of the setting, toys, activities, and at the same time not jeopardizing the child/staff ratio.