

Equal Opportunities Policy

At Enchanted Day Nursery, we ensure that every staff/child/family has access to the same opportunities within our setting regardless of their individual characteristics such as race, gender, disability or religion. All staff within the nursery adhere to this policy and ensure that they promote a diverse environment, encouraging the children to embrace and celebrate things that make people different from one another.

They do this by:

- Carrying out activities which are age appropriate for the children's stage of development to support learning and understanding of different festivals and cultural beliefs
- Provide materials, toys and resources to promote learning around diversity
- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued
- Include and value the contribution of all families to our understanding of equality and diversity
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable (see behaviour policy)
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages
- Working in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- Making children feel valued and good about themselves
- Identifying a key person to each child who will continuously observe, assess and plan for children's learning and development
- Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

Staff

When recruiting for our staff, we ensure we follow the same procedure for each candidate and employment is based on the suitability for the role (see recruitment policy).

Action will be taken against any discriminatory behaviour by staff (see disciplinary procedure) or parents/carers. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.



Types of discrimination

- Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic
- Discrimination by association occurs when there is a direct discrimination against a person because they associate with a person who has a protected characteristic
- Discrimination by perception occurs when there is a direct discrimination against a person because they are perceived to have a protected characteristic
- Indirect discrimination can occur where a provision, criterion or practice is in place which applies to everyone in the organisation but particularly disadvantages people who share a protected characteristic
- Harassment is defined as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'
- Victimisation occurs when an employee is treated badly or put to detriment because they have made or supported a complaint or raised grievance under the Equality Act 2010 or have been suspected of doing so.