



Alexandra Park
Children's Learning Community
a personal learning journey together



Equal Opportunities Policy

Our provision 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 be an adult or child. We are committed to providing equality of opportunity and anti-discrimination on the grounds of gender, gender reassignment, age, religion or belief, race, colour, nationality, ethnic or national origin, marital or civil partnership status, disability, pregnancy or maternity or sexual orientation (**Protected Characteristics**) has no place within this centre.

The legal framework for this policy is based on:

- Race Relations Act 1976.
- Race Relations (Amendment) act 2000.
- Sex Discrimination Act 1986.
- Children Act 2004.
- Care standards Act 2002.
- Childcare Act 2006.
- Special Educational Needs and Disability Act 2001.
- Employment Equality (age) Regulations Act 2006.
- Disability Discrimination Act 2005.
- Equality Act 2006.
- The Employment Equality (Religion or Belief) Regulations 2003.
- The Employment Equality (sexual orientation) Regulations 2003.
- Equality Act 2010.

Discrimination

The following forms of discrimination are prohibited under this policy and are unlawful:

- (a) **Direct discrimination:** treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious views or because they might be gay.
- (b) **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- (c) **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or

creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.

- (d) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- (e) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Procedure

- We promise to provide a childcare place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances, and the centres ability to provide the necessary standard of care.
- We strive to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media.
- In order to cater for the needs of the children in our setting, we will where possible, access training to facilitate the needs of the children.
- This policy is written in line with our admissions policy.
- We provide a secure environment in which all our children can flourish and all contributions are valued.
- We value the contribution of all families to our understanding of equality and diversity.
- We provide positive non-stereotype information about different ethnic groups and people with disabilities.
- We regularly review childcare practice to ensure the policy is effective.
- We have a commitment to implementing our equal opportunities policy and have included this in 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 relevant manager at the earliest opportunity.
- We will ensure that no job applicant or employee will receive less favourable treatment on the grounds of their Protected Characteristic, which cannot be justified as being necessary for the safe and effective performance of their work or training.
- The nursery will strive in its recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow.
- At interview no questions will be posed which potentially discriminate against the grounds specified in this policy. At interview, all candidates will be asked the same questions and candidates will be given the opportunity to receive feedback on the reasons why they were not successful.
- All staff are expected to participate in equal opportunities training.
- We will work in partnership with parents to ensure that where possible, the medical, cultural and dietary needs of children are met.
- The curriculum offered in the nursery encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves.
- Ensuring that children have equality of access to learning opportunities.

- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of materials.
- Celebrating a wide range of festivals.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

Date –October 2018

Signed Manager –

Review –October 2019

Signed Director –