



Equal Opportunities Policy

Bear Hugs Nursery is committed to providing an equality of opportunity for all children and families and will not condone discrimination to any party. We work in accordance with all relevant legislation, including the following:

Disability Discrimination Act 1995
Race Relations Act 1976
Sex Discrimination Act 1986
Children Act 1989
Equality Act 2010
Statutory Framework for the Early Years Foundation Stage 2014
The Special Educational Needs and Disability Code of Practice 2014

We believe that the Nursery's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with our nursery have an equal chance to do so.

Admissions

- The Nursery is open to every family in the community. The waiting list is operated in order of date of birth and time on waiting list.
- Families joining the pre-school are made aware of its equal opportunities policy, which is reviewed annually.

Employment

- Any vacancies will be filled from the local community where possible before advertisement. The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.
- The Nursery will endeavour to implement the group's Equal Opportunities Policy at all times.

Families

- The Nursery recognises that many different types of family group can and do successfully love and care for children. The nursery aims to offer support to all families. The nursery will offer a flexible payment system for families who experience differing means. The Manager endeavours to check parent's awareness of grants available to them.

Festivals

- Our aim is to show respectful awareness of all the major events in the lives of the children and families in the nursery and in our society as a whole. We welcome and celebrate the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the Nursery.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own family or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the nursery are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate festivals at home with which the rest of the nursery is not familiar will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Children will become familiar with and will enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

The Curriculum

- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the nursery will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn for themselves.
- Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Language

- Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.
- Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.
- Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the nursery.

Food

- Working in partnership with parents, children's medical, cultural and dietary needs will be met.

Meetings

- The nursery will make every effort to ensure that the time, place and conduct of meetings enables the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the nursery.