



**LITTLE INSPIRATIONS**

DAY NURSERY

## **Equal Opportunities Policy**

### **Racial and Equal opportunity statement**

At Little Inspirations Day Nursery, all children, parents and staff are treated as individuals. We offer equal opportunities to both genders. We respect and demonstrate awareness to all cultures and religion, race, colour, creed, marital status, ethnic or national origin, or political belief. We expect any one who is using this service to up hold and respect our equal opportunity policy.

### **Procedure**

Little Inspirations Day Nursery welcome all legislation and existing codes of practice produced by appropriate commissions, for example the Equality and Human Rights Commission.

### **Children**

The company will always promote equality and racial equality; we will operate an anti- discriminatory practise for all children. This will be achieved by example, through the way in which, we talk and interact with them. Little Inspirations day nursery will provide equal chances for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language, and ability.

### **Parents/ visitors**

The setting will encourage the involvement of parents/carers/visitors by making them welcome by respecting diversities in families, their language, and culture and by encouraging them to contribute whatever way they can.

The company will make every effort to overcome any communication barriers to ensure that all parents/carers receive the required information.

The company encourages parents to inform us of any special needs e.g. parking close to the building, the company will endeavour to assist all parents to access the facilities.

All parents/carers/ visitors will be encouraged to understand the effect of stereo typing and discrimination and any discriminatory remarks towards children, staff or any other person will be challenged

### **Resources**

The children will be surrounded by positive approaches to vary cultures and religion, which staff and children will research together. Little Inspirations has compiled a calendar of festivals which will be celebrated with in the nursery. Our toys and art work will reflect the multicultural society that we live in. The toys will be non gender and non stereo typical. All activities will be adapted and designed, so everyone can be involved.

Little Inspirations will do its best through staff and resources to reflect a balanced view of all people, regardless of gender, religion, ethnicity, culture or disability.

Little Inspirations has no boundaries. We will take children and staff from all areas and all back grounds.

### **Staff**

The Little Inspirations Day Nursery will always demonstrate the equal opportunities policy in its day to day running. The equal opportunities policy will be in operation when employing new staff, when undergoing training, during admissions and in the facilities that we provide.

In cases where staff have a disability, but are able to work in the childcare field, we will make it feasible for them to take employment. The setting has disabled parking facilities and disabled toilets. Little Inspirations is set on one level. All other requirements will be assessed individual through the individual risk assessments for work this will allow us to cater and assist staff into work place.

The company provides training and upto date literature for all staff. All staff, when signing their contracts of employment is agreeing to up holds the equal opportunities policy. Anyone seen as not respecting and up holding the equal opportunities policy will be disciplined accordingly.

### **Employment**

The group will appoint the best person for the job. Commitment to implementing the Company equal opportunity policy will form part of the job description for all workers.

Advertisements will be in language appropriate to the community. Advertisements will be placed externally in the job centre and internally on the notice board.

Only questions relevant to the job will be asked. Each candidate will be asked the same questions. A welcome and professional approach to each interview will be ensured.

### **Summary**

Little Inspirations will challenge any racist and discriminatory remarks, attitudes and behaviour from all stakeholders. This policy will lead from the director and senior managers, all stakeholders are expected to up hold the principle of the policy. Failing to respect and up hold the policy will lead to disciplinary action being taken or a place being withdrawn.

This policy works alongside the companies' racial policy and equality and diversity policy