

Equal opportunities Policy

Cubs Corner Nursery aims to ensure equality of opportunity by combating all forms of prejudice and eliminating all forms of unfair discrimination. Staff at the nursery ensures that their actions support the Nursery's Equal Opportunities Policy Statement which states:

- Cubs Corner Nursery is committed to secure equal opportunities and treatment in employment, training and education. The nursery rejects any direct or indirect discrimination because of colour, race, religion, nationality, ethnicity, national origins, gender, or marital status.
- We will endeavour to avoid any unfair discrimination on grounds of disability, sexuality, age, political opinion and association and trade union membership and activities.
- At Cubs Corner Nursery we value and respect all racial origins, religions, cultures and languages. Each child is valued as an individual, without racial or gender stereotyping.
- We endeavour to provide access and facilities for children with special educational needs. All play equipment is selected to show positive images of all races, cultures and disabilities and to avoid racial or sexist stereotyping.
- Our good practice enables children to develop positive attitudes to differences to race, cultures, language and gender.
- Children with special needs are respected at all times and will be included, valued and supported. The nursery is on ground floor for easy access and movement with wheelchair access. We also insured that the appropriate equipment and toys are provided.
- Nursery is willing to make links with other professionals such as, health visitors, GP, nurse educators, occupational therapist, physical needs in early years team etc.. to gain further advice. At all times parent partnership will be valued.
- SendCo is on board at all times who is supporting staff in a running an effective inclusive practice.
- We promote all cultural back grounds, festivals and celebrations. Staff encourage children to take part in celebrations, so the children develop an understanding without any prejudice.
- Equal opportunities is fully integrated in the nursery by activities and displays, positively reflecting the history and cultural of living in a multi-cultural society.
- All play activities reflect non-sexist and non-racial attitude, such as role play situation, storytelling, books, dressing up, jigsaw, music etc.
- Cubs Corner Nursery has declared itself an 'equal opportunities employer' all staff must make every effort to make this a reality.
- Manager ensures that all children have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.



- Appropriate opportunities will be given to children to explore, acknowledge and value similarity and differences between others and themselves. Cubs Corner Nursery will welcome the diversity of backgrounds from which they come.

The staff will ensure that they monitor the success of the equal opportunities policy by ensuring the equal opportunities issues raised within it are followed and supported. While monitoring, if problems occur appropriate action will be taken, after seeking appropriate consultations and advice.

This Policy was adopted by Cubs Corner Nursery on (date): August 2024

Signed by: Ghazala Kausar

Position: Nursery Manager