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Registered Charity No. 1097448
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Equality of Opportunity;

Valuing Diversity

Responsibility: Nursery Lead and Trustees

Review Cycle: Every two years

Date of adoption / last review:	Signed / Role	Date of next review:
July 2018		July 2021
July 2021		July 2024
July 2024		July 2026

St Thomas a Becket Nursery **Equality of Opportunity Policy**

Policy statement

St Thomas a Becket Nursery embrace the attributes of The Equality Act 2010. The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Our nursery values the diverse communities around us and those families who identify with the protected characteristics of the Act. Our practice delivery promotes equality of opportunity to all.

Introduction

At St Thomas a Becket Nursery, we are committed to providing an inclusive environment where every child, family, and staff member is treated with respect and dignity. We believe that all individuals have the right to access high-quality early years education and care, free from discrimination, prejudice, and bias. Our nursery is dedicated to promoting equality, valuing diversity, and fostering a culture of inclusion in all aspects of our work.

2. Aims

- To create an environment where all children, families, and staff feel valued, respected, and supported, regardless of their race, ethnicity, religion, gender, disability, age, sexual orientation, or socio-economic background.
- To ensure that our curriculum and activities reflect and celebrate the diversity of our community and the wider world.
- To challenge and address any form of discrimination, harassment, or unfair treatment within the nursery.
- To promote positive attitudes towards diversity and encourage children to respect and appreciate differences in others.

3. Legal Framework

This policy is based on the following legislation and guidance:

The Equality Act 2010

The Early Years Foundation Stage (EYFS) Framework

The United Nations Convention on the Rights of the Child (UNCRC)

4. Implementation

4.1 Admissions and Access

St Thomas a Becket Nursery welcomes children and families from all backgrounds and does not discriminate on the basis of race, ethnicity, religion, gender, disability, sexual orientation, or socio-economic status.

We will make reasonable adjustments to ensure that children with disabilities or additional needs can access our facilities, curriculum, and activities. Please see further information in our 'Local Offer'

Our setting is open to all members of the community.

- We provide information in clear, concise language, whether in spoken or written form.
- We ensure that all parents are made aware of our equal opportunities policy.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of disability, sexual orientation, race, religion or belief, or social background, such as being a member of a Travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reason relating to disability.
- We develop an action plan to ensure that children, staff and families of all abilities can participate successfully in the services offered by the setting and in the curriculum offered.

4.2 Curriculum and Activities

Our curriculum is designed to reflect the diverse society in which we live and to promote understanding and respect for different cultures, beliefs, and traditions. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families

We ensure that our resources, displays, and activities are inclusive and representative of various backgrounds and experiences.

We actively challenge stereotypes and ensure that all children have equal opportunities to participate in all activities.

The curriculum offered in nursery encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We aim to:

- 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;
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- promote Fundamental British Values of democracy, rule of law, individual liberty, mutual respect and tolerance;
- make inclusion a thread that runs through all of the activities of the setting.

Our environment is as accessible as possible for all visitors and service users. If access to the settings is found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults. We do this by:

- making children feel valued by knowing their views and feelings count and feel good about themselves;
- ensuring that children have equality of access to learning by providing activities that promote turn taking, sharing and collaboration;
- making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments;
- differentiating the curriculum to meet children's special educational needs;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their self knowledge, self esteem and increase their confidence in their own abilities
- offer a range of experiences that allow children to explore the language of feelings and responsibility and reflect on differences, sharing and respecting others opinions;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance ensuring children understand their own and others' behaviour and it's consequences, distinguishing right from wrong

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met;
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them whilst supporting families to maintain a balanced diet for their child.

4.3 Staff Training and Development

All staff members receive training on equality, diversity, and inclusion to ensure they are aware of their responsibilities and are equipped to support the needs of all children and families.

We are committed to continuous professional development and will provide ongoing training opportunities and other resources to help staff stay informed about best practices in promoting equality and diversity.

We actively encourage staff and families to share their life stories and backgrounds with the children.

Training

- Staff and volunteers access locally offered training opportunities to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff are confident and access a variety of training opportunities.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

4.4 Recruitment and Employment

St Thomas a Becket Nursery is an equal opportunities employer. We recruit staff based on strict recruitment processes where individual's skills, experience, and suitability for the role are assessed, without discrimination.

We are committed to creating a diverse workforce and will take steps to ensure that our recruitment practices are thorough, fair and inclusive.

- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post. All applicants are informed from the outset that an employment offer is ALWAYS subject to suitability checks including an enhanced Disclosure and Barring Service (DBS), references and health declaration.
- We monitor our application process to ensure that it is fair and accessible.

4.5 Addressing Discrimination and Harassment

We take any allegations of discrimination, harassment, or unfair treatment seriously. Such incidents will be dealt with promptly, fairly, and in accordance with our grievance and disciplinary procedures. We encourage an open and supportive environment where staff, parents, and children feel confident to raise concerns about equality issues.

5. Partnership with Parents and the Community

We value the role of parents and the wider community in supporting equality and diversity. We will work closely with families to ensure that our policies and practices meet their needs and reflect the diversity of our community.

We will seek to build partnerships with local organizations and services that promote equality and diversity.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.

- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.
- We will challenge any behaviours, whether staff, children or parents, that are not in line with the Fundamental British Values

6. Monitoring and Review

This policy will be reviewed regularly to ensure it remains current and effective. We will seek feedback from staff, parents, and children as part of this process.

We will monitor the implementation of this policy and make any necessary adjustments to our practices to ensure that we continue to promote equality and inclusion.

We will ensure that our service is fully inclusive in meeting the needs of all children, extending these principles to the children's families. This includes needs that may arise from age or gender; disability or ability; family make up – inclusive of gender reassignment, marital/civil partnership status, pregnancy/maternity, sexual orientation; social and economic background; race, religion or belief.