



Stoborough Nursery Equal Opportunities Policy

UNCRC Article 14- Freedom of thought, belief and religion,
Article 22- Refugee children, Article 23- Children with disability,
Article 29- Goals of education, Article 30- Children of minorities
and Article 31- Leisure, play and culture.

At Stoborough Nursery we acknowledge that we live in a diverse society and are committed to value and respect equally all children, families and employees. We take positive action to eliminate discrimination in all areas of our work and positively promote diversity.

Stoborough Nursery is committed to equality of opportunity and recognises that people are subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability, caring responsibilities, religious belief, age, social class, political beliefs, employment status, union membership, place of residence or whether they are HIV positive.

It is the policy of the Stoborough Nursery that no job applicant, employee, trainee, volunteer, member, child or service user receives less favourable treatment on any of these issues set out above.

It is then the role of Stoborough Nursery's ENCO- Pauline Edwards to take positive action to ensure that its Equal Opportunities Policy is current and implemented by all.

We aim to:

- Acknowledge and value equally each child as an individual.
- Actively seek to combat discrimination.
- Include children with special needs and their families.
- Achieve and maintain, within the framework of the law, a workforce, which represents, as far as practical, the composition of the population and recruitment areas, including people with disabilities.
- To support the needs of the family as well as the child.

To achieve the above we will:

- Plan our program to extend the children's experience and knowledge of other cultures, language, celebrations and festivals.
- Ensure that the activities reflect the diversity of our society, not just our group;
- Encourage children to explore in a positive way the differences and diversity of people ensuring that representatives of people are accurate and realistic;
- Positively challenge stereotypes and assumptions
- Enable adults with disabilities to take part in our group where it is safe and reasonable to do so.

Stoborough Nursery will comply with it's obligations under all relevant legislation including The Equality Act 2010, the Rehabilitation of Offenders Act 1974, The Employment Act 2002 and The Children Act 1989.

This policy was adopted at a meeting of Stoborough Nursery Committee on..... 13
Signed on behalf of the Committee by.....Date of next review.....

