



Pepperberry Day Nurseries

Equal Opportunities Policy

At Pepperberry we believe in valuing and celebrating the diversity within our community and promoting British Values. We aim to develop good practice and positive attitudes in the early years and encourage an anti-discriminatory approach with aims to treat all children, families, students and staff members fairly regardless of age, gender, marital status, sexual orientation, race, religion, culture, family background, home language, differing ability or health issues.

We believe that everyone should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect.

Pepperberry must ensure that:-

- Staff, students, volunteers and parents/carers read copies of the Equal Opportunities Policy and that this is discussed with them during their induction meeting.
- The Equal Opportunities Policy is made available to all parents/carers.
- We will translate the policy into languages and formats familiar to all users of the setting if required.
- Support can be accessed to assist anyone who may experience difficulties in translating our policies and procedures.
- Every effort will be made to use the child's first language and involve other agencies for advice and assistance.
- Obtains suitable specialist equipment, aids or resources.
- Reasonable adjustments will be made to premises to provide for anyone with any form of disability.
- We will work with the local and wide community to develop everyone's knowledge and understanding of the world we live in.

Our Practice and what we believe

Each person should be valued as an individual, with differing social, intellectual and cultural backgrounds, different needs, likes, dislikes, similarities and differences are respected and celebrated.

Everyone has a right to feel valued and respected regardless of their race, religion, gender and cultural beliefs. Pepperberry will uphold this ethos and challenge inappropriate or derogatory remarks or practice.



Pepperberry Day Nurseries

We will hold discussions with parents/carers before their child starts at Pepperberry regarding their child's specific, emotional, medical, cultural and religious needs.

We value parents/carers as their children's primary educators and staff will work closely with parents/carers to share information and experiences as well as being positive role models for the children in their care.

We will provide for cultural, religious and medical needs at snack and mealtimes.

We will celebrate a variety of festivals and special events and parents/carers will be invited to share with us any festivals or special occasions.

Children in our care will learn about their own culture and the culture of other children by sharing books, eating food from around the world and celebrating special festivals and events and by attending special events within the area.

Our curriculum is designed to meet the needs of all children to encourage them to reach their full potential. We will adapt activities to the child's ability and stage of development providing additional resources and support if required.

We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities, disabilities and gender in and around the nursery.

All children will have equal access to activities, visits and trips where ever possible and we will seek additional support from other multi professional agencies if required.

Everyone will be encouraged to have respect and value for one another.

Staff will help children to understand that it is inappropriate to judge someone because of their gender, colour, beliefs, disability or social background. Explanations are given to children to support this.

We challenge inappropriate practices and attitudes promptly and will record inappropriate racist or sexist comments made by everyone. No form of intimidation, bullying or harassment is tolerated.



Pepperberry Day Nurseries

Staff will be informed and updated on new legislation concerning equal opportunities and British values we will train them accordingly.

All staff have the opportunity to attend these courses when available.

We expect staff to behave in a professional manner, follow our policies and procedures and try to be consistent, sensitive and fair. We expect them to challenge others who make racist, sexist or insensitive remarks.

We believe that everyone has the right to a working environment where there is dignity and respect for all.

Equal Opportunities Coordinator: Rhea Khatab

| This policy was adopted on | Signed on behalf of the nursery | Date for review |
|--------------------------------------|--|--------------------------------------|
| <i>12th December 2018</i> | <i>Kathryn Evans</i> | <i>12th December 2019</i> |