

Equal Opportunities Policy

The Nursery is committed to providing equal opportunities to all adults, children and families.

We recognise that there are many different types of families who all can successfully love and care for their children.

We also recognise the changing face of our society and the need to promote an environment where we accept all people for what they are and live in harmony.

All children attending the nursery, regardless of gender, will be offered the same opportunities for their social, physical and intellectual development. Children of different ethnic backgrounds will be able to find parts of their culture reflected and supported in the nursery equipment and books. Sunnybank Nursery endeavours to actively encourage children to value and respect other by role modelling this image.

At Sunnybank we are committed to promoting British Values. We value the diverse ethnic backgrounds of all our children and families and celebrate a variety of events and occasions. We promote values in many ways; by teaching children right from wrong at an early age, by teaching and encouraging decision making (PSE) and democracy, by teaching respect for each others views and values, talking about our feelings and learning about sharing and taking turns during play.

The Nursery is focused on our Mission Statement and feel this reflects British Values.

Concerning the Children

- All children, regardless of gender, culture, nationality or ability will be welcome at Sunnybank.
- Our waiting list is operated on a fair basis, depending on the age of a child and their individual needs.
- All parents will be aware of our equal opportunities policy.
- All children attending the Nursery, regardless of gender, will be offered the same opportunities for their social, physical and intellectual development.
- Children of different ethnic and cultural backgrounds will be able to find parts of their culture reflected and supported in the Nursery equipment and books.
- Children and parents of different ethnic, cultural and religious backgrounds will be welcomed and encouraged to share aspects of their culture with the Nursery.
- Families will be welcomed regardless of status and flexible fee payment arrangements are available.
- The nursery will reflect primarily broad Christian values and faith however knowledge and awareness of other religions and their festivals will be recognised.

Concerning Employment

- Available posts should be advertised externally to ensure opportunity.
- The Nursery is committed to equal opportunities and will appoint the best applicant for the post.
- All staff will be treated fairly and with understanding.
- In the event of inappropriate practices and attitudes the occasion/person will be challenged appropriately and discretely and supported to change their attitudes and practices in line with our policy.