

Once Upon A Time Nursery
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Llanelli
Carmarthens



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Equality and Diversity Policy

GENERAL STATEMENT

At Once Upon A Time Day Nursery we recognise our responsibilities under the

Race Relations Act, The Sex Discriminations Act and the Disability Discrimination Act to eliminate discrimination and to promote good relations between children, staff, parents and the local community.

The promotion of equal opportunities is the responsibility of the whole Nursery and must be reflected throughout the organisation of the Nursery and is addressed in the curriculum and in areas beyond the curriculum.

AIMS AND OBJECTIVES

Through the implementation of the equality and diversity policy we aim to:

- create an environment in which each individual feels valued, irrespective of ethnic origin, language, gender, ability or age;
- ensure equal access to all areas of the curriculum for all the children in our care;
- promote the belief that all can and should achieve to their highest potential in all areas of the taught and "hidden" curriculum;
- provide materials to promote learning that are appropriate and reflect diversity

GENERAL PRINCIPLES

Statements of equality and diversity will appear in all relevant Nursery documentation.

We shall strive to provide training on equality and diversity issues for all staff.

All parents and guardians, regardless of ethnic background, disability, gender or socioeconomic background are welcome and will be encouraged to participate as fully as possible in the life of the Nursery

We encourage the participation of all parents and guardians and have a commitment to keeping them as widely informed as possible about the nursery.

All members of the nursery have a right not to experience behaviour, which ignores or offends anyone on the grounds of race, nationality, gender, sexual preference, ability, social background or age.

We shall foster a positive atmosphere of mutual respect and trust among children and staff.

We aim to create an environment in which all children, their families and staff feel safe and unthreatened.

Staff and other adults in the nursery should be seen to behave in a manner which demonstrates mutual respect for one another.

All are aware of the nursery policy on behaviour and should provide a good role model.

Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.

All staff share the responsibility of ensuring that they encourage positive co-operative behaviour amongst children.

We encourage children to develop self-esteem, confidence and motivation in all areas of their lives, including their own learning, progress and development.

Staff will seek to recognise and respond to individuals needs.

We shall be sensitive to and provide for cultural and religious

requirements as a matter of course, e.g. dress, diet, events, etc. This information will be requested from Parent's when their child first starts attending the Nursery.

PRINCIPLES RELATING TO THE PERSONNEL

The Nursery will seek to implement equal and diversity in the recruitment, support and development of all staff. The nursery manager will seek to ensure that its recruitment policy is fair and equal and does not discriminate on grounds of race, language, sex, disability, social behaviour, age or sexual orientation.

MONITORING AND EVALUATION

It is the responsibility of all staff to monitor the success of the equal and diversity policy by ensuring that the equality and diversity issues raised within it are followed and supported. Where monitoring identifies a manner of concern, appropriate action will be taken at senior management level to address the situation, after seeking appropriate consultation and advice.

