

## **POLICY FOR EQUAL OPPORTUNITIES**

The aims of Mayville Nursery are

- \* to ensure that all children are treated equally and have equal opportunities within the school
- \* to develop in all pupils and staff an awareness of, and commitment against, racism, sexism and classism. Also to understand the needs of physically and academically challenged pupils.
- \* to foster an understanding of cultural diversities to create a positive attitude to the multicultural/multireligious society in which we live.

### **Sexism**

All children should be encouraged to partake in all activities and should not be discriminated against because of their gender. Educational materials, books and videos which display traditional gender roles for male and female should be discouraged or adequately explained in the light of modern practice. Role play must encourage boys to take on traditional female roles such as ironing, caring for children and girls to be interested in using tools such as hammers, etc.

### **Racism**

Children should be aware that different races exist and of their equal worth to our society. Racial stereotypes must never be allowed. Displays and educational aids should show a variety of racial types. Role play corners must contain toys that reflect diverse cultures, e.g. multi-race dolls, ethnic dressing up clothes, woks, chapati pans etc. Activities must be provided to help children appreciate and value each others similarities as well as differences.

Information must be gained from parents about cultural and religious observances and guidance must be sought with particular dietary requirements, dress code, hair and skin care and personal hygiene routines.

Parents must always feel they are welcome to discuss their requirements and also to ask for assistance with language difficulties etc. Words in the language of the family should be displayed to make the child feel at home.

### **Religions**

Children should be aware of the different religions in our society. A representative selection of festivals of the principal religions should be celebrated in the Nursery. Requirements of religions should be met where possible, e.g. food, dress etc.

### **Special Needs/Special Educational Needs**

Mayville Nursery recognises a wide range of special needs of children and families in the community and will try to meet the needs of individuals by providing the appropriate resources and equipment, accessing the help of outside agencies and referring to the SEN code of practice. The Nursery will consider the needs of individuals with disabilities when planning meetings and events.

### **Employment**

All applications for employment within the Nursery will be treated fairly according to our recruitment policy and will be assessed against the specification.

Employees and students will not be rejected on the grounds of age, gender, sexuality, class, family status, disability, colour, ethnic origin, culture, religion or belief.

#### Discriminatory Behaviour/Remarks

**THESE ARE UNACCEPTABLE.** Any discriminatory remarks will be recorded on an incident form and the Nursery Manager will be made aware of the incident.

The team will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome any prejudices.

The Nursery Manager is specifically tasked with ensuring the requirements of this policy are met.