

Equal Opportunities Policy

Unity Nursery recognises that everyone has the right to equality of opportunity. No job applicant, staff member, volunteer or service user, will be discriminated against by us on the grounds of:

- Race, colour, nationality, ethnic or national origin
- Gender, marital status
- Age
- Physical, mental disability or health
- Political beliefs or religion
- Criminal conviction unrelated to the job or service

STATEMENT OF INTENT

Unity Nursery is committed to treating each individual, adult or child as a person in their own right, with equal rights and responsibilities. Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this nursery. Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the Nursery Manager at the earliest opportunity.

Nursery staffs are committed to:

- 1 Encouraging positive role models, displayed through toys, imaginative play and activities that promote non-stereotypical images.
- 2 Selecting books that promote a range of ethnic backgrounds and cultures
- 3 Taking care to ensure that no child is excluded from any activity. (see SEND Policy)

Equal Opportunities are taken into account when planning activities and are adapted appropriately to suit the needs of individual children.

Service Provision

Nobody will be discriminated against on the grounds of sex, race, religion, colour or creed, Unity Nursery will ensure that by following the Blackpool Guide to Inclusive Practice, we will be accessible to all in the community.

The complaints procedure

If there is a concern regarding the implementation of this policy in the first instance please follow the complaints policy.

Monitoring and Evaluating the policy

This policy will be reviewed annually or sooner if legislative changes or circumstances deem it necessary.