



## **Sandbank Nursery School and Playcare Project** **Equal Opportunities Policy**

At Sandbank Nursery School and Playcare Project we are committed to the philosophy of valuing and celebrating the diversity that exists within our local community. In line with Walsall Borough Council Policy we aim to take positive action to ensure that staff, children and their families are not discriminated against on grounds of gender, race, colour, nationality, ethnic origin, disability or age.

We recognise that each child is an individual and has his or her own route to learning. The curriculum is planned to take account of individual needs and interests. The books and resources used in the nursery are selected to give positive images of those from Ethnic Minorities, the disabled and both sexes. A variety of Festivals and Special Events are celebrated every year, from cultures represented within our own community and outside. For example, Eid, Chinese New Year, Holi, Easter, Mothers Day, Harvest, Diwali and Christmas. Links have been made with schools with more diverse communities in order to widen children's experience and understanding.

Staff have a duty to ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. Staff will challenge the sexism and acceptance of traditional roles that is already present in some children. Careful thought is given to routines so that sexism is not reinforced, for example children are not asked to line up as girls and boys, boys and girls are asked to tidy the home corner, girls as well as boys are asked to help with moving furniture. Throughout all role-play

areas in the nursery, boys and girls are encouraged to take on caring roles.

Activities are differentiated to enable children with Special Educational Needs to access the curriculum and the support necessary is provided.

Efforts are made to ensure that children with disabilities are not excluded from activities. Staff challenge the view that children with disabilities also have a special educational need.

At Sandbank parents are valued as co-educators. This means the nursery values the contribution that parents/carers make to the educational success of their children whatever their background. We actively seek to engage with all parents/carers and use a variety of strategies to ensure this happens. On admission to nursery and playcare parents are encouraged to spend time settling their child in and requested to share information about their child's development so far.

Nursery School and Playcare Project have an admissions policy that ensures no child is refused admission on grounds of gender, race, colour, nationality, ethnic origin or disability.

All staff are expected to subscribe to the above policy and are expected to challenge others and each other in a positive, supportive and sensitive way should racist, sexist or insensitive remarks be inadvertently made.

Staff members and other adults accessing Sandbank are also covered by this policy and therefore should expect to find that they do not experience any of the negative impacts described. Any adult experiencing discrimination should report this to a senior member of staff or to the Chair of Governors.

Policy reviewed: April 2019

Next review date: April 2022

Passed by: \_\_\_\_\_

Date: \_\_\_\_\_