



ROMPERS PRIVATE NURSERY EQUAL OPPORTUNITIES POLICY



Policy Statement:

This policy reflects the requirements of the 2010 Equality Act which brings together all previous legislation covering the “9 Protected Characteristics: age, race disability, religion or belief, sex, sexual orientation and gender reassignment, pregnancy and maternity and marriage/civil partnership. In summary, our duty requires us to eliminate prejudice, discrimination, and victimisation; to advance equality of opportunity and to foster positive relations and inclusion between all service users including, children, parents and staff.

At Rompers we are proud to promote inclusion and reduce barriers to learning. We understand the importance of supporting all children to reach their full potential and overcome any barriers that may present in their way. We serve a diverse community and endeavour to promote wellbeing amongst all our service users including children, parents and staff. At Rompers we aim to create an open and welcoming environment where children, parents and staff feel valued and respected.

We are committed to Getting It Right for Every Child (GIRFEC) and we use the SHANARRI indicators to support discussion and reflection.

UNCRC Articles: 1, 2, 3, 4, 5, 6, 12, 13, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31,

Aims of this Policy:

- To create an open and welcoming environment where all children, parents/carers, staff and anyone visiting feel valued and respected as individuals.
- To communicate effectively with all parents/carers to ensure that they are kept informed about their child’s progress, nursery news and events this will be done through our Blossom App, daily communication and the monthly newsletter.
- To encourage all parents/carers to work in partnership with Rompers staff and to contribute whatever way they can
- To recognise potential and individuality of all children and to plan and provide opportunities for them to develop in an environment free from prejudice and discrimination
- To consider each child’s learning and developmental journey as unique and celebrate successes whenever possible
- To support learners in reaching their full potential and to support them to overcome any barriers that may present in their way
- To ensure that resources support equality of opportunity

Procedures:

- We will respect each other as individuals
- We will take into account cultural, religious and family values and ensure that we do not make assumptions about children and their families

- MyWorld booklets are used to support dialogue between practitioners and families. Through this discussion all aspects of a child's life such as religion, aspects and barriers to learning/development, family preferences, dietary requirements and any other personal information is discussed. This ensures staff at Rompers can support and provide all children with equal opportunities and support
- We will communicate with parent's in a variety of different ways through our newsletter, daily verbal communication and through our Blossom App, we share all daily information via our App. If necessary, we will provide these in a different language or in brail through the use of external agency support.
- Staff receive appropriate training and development to support them in understanding how their practice ensure excellence and equity for all
- Development Trackers are used by key workers to map progress to support each individual child's learning journey and determine where additional support is required.
- We identify, provide for and review children with additional needs through SHANARRI and our Success Folders
- Each child's own circumstances are considered and a discussion regarding the approaches to learning and teaching, support from personnel and the provision of resources are considered at length and decisions made from this
- Encourage parents to be part of their child's learning here at Rompers by telling us about achievements from home, these will impact upon planning for next steps in learning and can be documented within each child's MyWorld book and First Steps App.
- We will fully support a child within the setting who has additional needs
- We will provide children with positive images of people with different gender, race, culture and disabilities, this will be through story books and other learning resources. Staff use Care Inspectorate guidance such as *Gender Equal Play* guidance to support practice
- All children are encouraged to have positive attitudes towards themselves and others
- We will celebrate success throughout the nursery in a group situation and for individuals
- We will celebrate success and achievements of children with additional support needs through success folders.
- Staff ensure each and every child has work displayed on the walls.
- We have a Parent Forum Group every 3 months, where parents can come along to meetings to become involved with policy reviews, nursery news, nursery changes and fundraising.
- Transition meetings are held to support parents/carers adjust to change and develop relationships with key practitioners.
- We have introduced Meet, Stay & Plays for parents to come into the garden to meet with key worker to discuss development and review their My World Booklet.

Monitoring:

- This policy will be reviewed annually
- Any changes throughout the year will be made and adjusted

Review:

Date	Management	Track of Changes
August 2021	P. Guthrie	none
November 2021	K.Myers	COVID-19 Updates
February 2022	Zoe Letham	Updates: Changes to Blossom app instead of First steps Covid-19 information taken out Meet stay and plays introduced
February 2023	Room Champions	UNCRC articles added