

Equal Opportunity Policy

Brambles Outdoor Nursery Group is committed to the principles and practice of equal opportunity. The nursery wishes to provide equal opportunities to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status, and social class. We oppose all forms of unlawful and unfair discrimination. All employees will be treated fairly and equally selected for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. The equal opportunities policy will be distributed to all employees.

Our Commitment

Every employee is entitled to a working environment which promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated. The commitment to equal opportunities in the nursery is good management practice and makes sound business sense. Breaches of Brambles Outdoor Nursery Groups equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings. This policy is fully supported by Brambles Outdoor Nursery Groups committee/owners.

Equal Opportunities Policy

Brambles Outdoor Nursery Groups Learning Alliance is committed to helping nurseries provide equality of all opportunity for all children and families. As a member of the Alliance, Brambles Outdoor Nursery Group works in accordance with all relevant legislation, including:

- ◆ Disability Discrimination Act 1995
- ◆ Race Relations Act 1976
- ◆ Sex Discrimination Act 1975, 1986
- ◆ Children Act 1989
- ◆ Education Act 1993
- ◆ Employment Act 1996

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our nursery have an equal chance to do so.

Admissions

Brambles is open to every family in the community. A waiting list is operated on a first come, first served basis. However, where there is competition for places, military children and siblings of children currently attending one of Brambles Outdoor Nursery Groups three settings will be given preference.

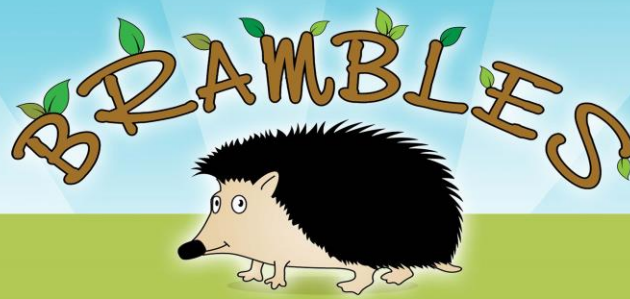
Employment

We will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Identifying Funding

We offer a flexible payment system for families with differing needs/means, by bringing to their attention the availability of assistance from appropriate sources.





Families

Brambles Outdoor Nursery Group recognises that many different types of family groups can and do successfully love and care for children. We aim to offer support to all families.

Beliefs and Faiths

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the nurseries and in our society, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim, without indoctrination in any specific faith, to ensure that children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.

The Curriculum

All children will be respected and their individuality and potential recognised, valued, and nurtured. Activities and the use of play equipment offers children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the nurseries will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

We recognise that children have a wide range of needs which differ from time to time and will consider what part we can play in meeting these needs as they arise. Planning for Brambles Outdoor Nursery Group's meetings and events will take into account the needs of people with special educational needs and disabilities.

Behaviour

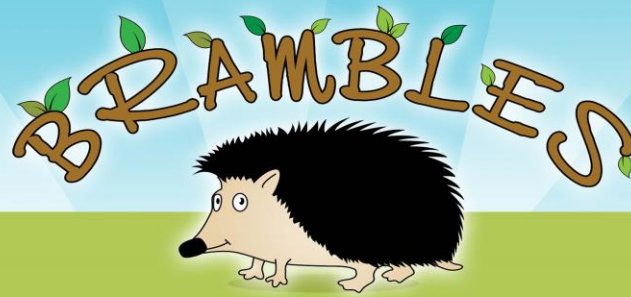
Discriminatory behaviour and remarks are unacceptable at Brambles Outdoor Nursery Group and will be actively discouraged by all members of staff and voluntary helpers.

Language

Basic information, both written and spoken, will be clearly communicated. When English is not the first spoken language, staff will be sensitive to the personal needs of children and will ask parents for help and information to assist in the early stages of nursery admission.

Food

Working in partnership with parents, children's medical, cultural, and dietary needs will be met.



Teaching and Learning Styles

These will be consistent among staff and appropriate to the age and ability of each child as outlined in 'The Early Years Foundation Stage'.

Assessment

This will be conducted in a confidential manner and will only be discussed with the manager, key worker, and parents/carers.

Communication

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Brambles Outdoor Nursery Group. Communication will also be made through regular newsletters and information boards.

Positive Action

We will endeavour to ensure that our intake reflects the mix of civilian and military families in the area.

Ethos

We will provide a happy, secure, and caring atmosphere in which all children will be able to thrive.

Training

All staff will attend Early Years Equal Opportunities Courses as they become available.

Signature of employee: _____ Date: _____