

Equal Opportunity Policy

Policy Statement

At Nursery our values reflect our commitment to a setting where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our nursery is important and included. We promote an ethos of care and trust where every member of our community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe setting, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This policy is drawn up in compliance with current legislation, relating to Disability, of the Equality Act 2010. Management are accountable for ensuring the implementation, review and reporting of progress of the policy over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

This policy is structured to complement and support the nursery's Equality Objectives. We understand that the Local Authority will monitor the nursery's activity under the Equality Act 2010 and will advise upon the compliance with that duty.

Objectives

Our setting is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and Cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

Our setting recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

Our policy ensures access is improved for all disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

Our setting will ensure:

_ Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a nursery fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the nursery such as Visits and cultural activities – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;

_ Improve and maintain access to the physical environment of the nursery, adding specialist facilities as necessary – this covers improvements to the physical environment of the nursery and physical aids to access education within a reasonable timeframe;

_ Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the nursery and nursery events; the information should be made available in various preferred formats within a reasonable timeframe.

Whole setting training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010. This policy should be read in conjunction with the following policies, strategies and documents:

_ Behaviour Policy

_ Health & Safety Policy

_ Special Educational Needs Policy

_ Teaching and Learning Policy / EYFS 2021 policy

Equal opportunities will be reviewed regularly through annual audits, such as the Risk Assessment Audit, and Safeguarding EYFS audits which covers aspects of Equal Opportunities. Any actions / reviews required will be implemented by management.