



Oscar Bears' Day Care

Oscar Bears Day Care - Equality of Opportunity Policy

Introduction

Oscar Bears Day care believe that all Children are individuals and that they have the right to be listened to, valued and access the entire learning environment and experiences that Oscar Bears Day Care has to offer.

Oscar Bears Day Care endeavours to ensure that we are fully inclusive in our practice and that we celebrate diversity.

Oscar Bears Day Care is committed to ensuring that each Child, Family, Staff member and Volunteer are treated fairly regardless of age, sex, race, disability, religion or sexual orientation.

We work in accordance with the following legislation:

- Disability discrimination act (DDA) 1995
- Special Educational needs and Disability act (SENDA) 2001
- Race relations act (2001)
- Sex Discrimination act 1986
- Children act 1989
- Children act 2004
- Equal pay act 1970
- Employment equality (age) regulations (2006)
- Equalities act (2006)
- Sexual orientation Regulations (2007)

Admissions

All applications for registration will be considered equally regardless of race, religion, national origin, disability, sexual orientation or marital or social status. Please refer to our admissions policy which is clear and transparent.

Registrations and waiting lists are operates on a first come first served basis.

During the admissions process it is very important that relevant information is collected about the child and family. For example any additional needs that the child may have, diet or religious beliefs. This is only shared on a need to know basis, helping to ensure that each and every Child at Oscar Bears Day Care is given the highest level of care and education.



Access

Staff at Oscar Bears Day Care ensure that all information is shared in a clear and concise manner.

On request Oscar Bears is able to source information in other formats (i.e large print) if required. A sign will be put in the entrance area stating this.

Children and families are treated fairly regardless of any physical disability or learning need. Staff continually monitor the nurseries physical environment and learning opportunities. Staff are empowered to make any reasonable changes in order to make the learning environment more accessible (i.e. re arranging the home corner).

The nursery environment benefits from being all on one level with a ramp for easy access and doors widened for easy access to the playrooms.

The Curriculum

Staff at Oscar Bears Day Care observe and plan for all children in our care on an individual basis (in line with the EYFS). The observe assess and planning cycle allows staff the opportunity to continually assess the individuals needs and to respond to this quickly and appropriately.

Staff offer all six areas of learning to the children throughout the day, ensuring that the activities on offer are age and developmentally appropriate.

No Child shall be disadvantaged by race, culture, religion, language, gender or ability. Activities will be adapted in order for all children to reach there full potential when accessing them.

Oscar Bears Day Care recognises that Children learn from a very young age about people's similarities and differences. We therefore embrace diversity. Diversity is celebrated in the toys and equipment available to the children,

for example multi cultural images, resources celebrating different types of families and small world toys showing people of different ages and abilities. The resources are regularly monitored and added to if required.

In the choice of activities and resources Oscar Bears Day Care actively avoids stereotyping and derogatory images.

Festivals and food are taught within the nursery in order to celebrate the nursery community and that of wider society. Oscar Bears Day Care will encourage participation by parents and the wider community if possible.

Children are given positive role models within the learning environment. Staff will challenge any negative attitudes towards race, religion, ability, disability, gender, religion or age. Staff will teach children that everybody deserves to be treated with equal respect. Stereotypes will be challenged, for example girls play with dolls/boys play rough.

Oscar Bears Day Care helps children to understand that discriminatory behavior and remarks are unacceptable. Staff will talk with Children about how this makes us all feel and why it is not nice.



Oscar Bears Day Care ensures that children whose first language is not English have full access to the curriculum and are supported in their learning. Parents are encouraged to provide a list of words from their home language, which can be used in the nursery environment by all.

Food

Oscar Bears Day Care work in partnership with parents to ensure that the medical, cultural and dietary needs of all children are met. Any allergies are to be discussed with the nursery manager on the child's admission so we can work together to cater for their child's individual needs.

We have a variety of play food from around the world i.e.: Chinese, Italian and Japanese with utensils.

We provide multi cultural food on our menu i.e.: noodles, curry and risotto

We do food-tasting activities with the children and include multi cultural foods i.e.: Chinese, Italian and Indian meals.

Partnership Working

Oscar Bears Day Care work in partnership with outside agencies in order to celebrate our diverse community. These include (among others) the library , WSCC Tot library and EMAT (Ethnic Minority Achievement Team).

Oscar Bears Day Care encourages parents to actively participate in the nursery community. Staff will encourage parents to uphold the values laid out in this policy, this will be done by sharing with parents this policy document, sharing and celebrating children's achievements and ensuring that parents are aware if staff have had to challenge any stereotypes or negative behaviour. We will work with parents over any specific issue that may arise.

We will work with parents to ensure that reports, feedback, letters home etc are appropriate and do not disadvantage any family or their child. For example a child whose parents live apart may require two copies of any letters or reports that go home.

Recruitment, Staff Training and Development

Oscar Bears Day Care is an equal opportunities employer.

Posts are advertised and all applicants are judged against explicit and fair criteria. Using a short-listing process suitable for the position they are applying for.



The applicant who best meets the criteria during interview and a work session is offered the post, subject to references and checks by the Criminal Records Bureau being clear. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.

We monitor our application process to ensure that it is fair and accessible. We welcome male and female applicants to all posts within the nursery and do not discriminate against any ones sexuality.

All Staff have equal access to training and resources. We are respectful of cultural, religious, family commitments and other factors when planning times and venues of staff meetings, training and social events.

Written by: Laura Mills

Reviewed: October 2013

Review Date: October 2014

