



Maple Medical PRU *Young Parents' Centre*



Equality of Opportunity

(See also Behaviour Management Policy, admissions policy and Special Educational Needs Policy)

This nursery works in accordance with all relevant legislation. Staff at this nursery believe in promoting equal opportunities for everyone and value diversity in babies, parents, carers, staff and visitors. We believe that all children and babies have an entitlement to have equal access to a broad balanced, relevant and differentiated curriculum. Staff strive to ensure that all children develop self-confidence and high esteem whilst recognising and valuing differences between themselves and others.

The diversity of individuals and communities is valued and respected. No baby, child, young mum or family is discriminated against.

The member of staff with responsibility for Equal Opportunities is: K Formby

It is this member of staff's responsibility to review, monitor and evaluate the effectiveness of our inclusive practices.

However, it is the responsibility of all staff to promote equal opportunities through:

- Attending suitable training.
- Encouraging babies to recognise their own unique qualities and the characteristics they share with other babies.
- Working with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements etc.
- Monitoring the curriculum and use of resources to ensure a broad and balanced curriculum that reflects our culturally diverse society and which is suitable for both active and more passive babies.
- Promoting an anti-bias curriculum to actively challenge negative feelings towards and stereotyping of others. This will be partly through using dolls, puppets and books to tell stories which help babies to question their own feelings and views and to promote a sense of justice and fairness.
- Challenging negative comments from both children and adults.
- Providing a range of equipment which reflects a diverse society such as dual language books, posters, stories which reflect the diversity of our society, small world equipment etc.

