



# Equal Opportunities Policy

This Policy document relates to the operation of:  
GBNFC Group

Grendon & Billesley Nursery at Grendon Rd, B14 4RB  
GBNFC Children's Centre - based at the Chinnbrook Centre  
GBNFC Group at the Chinnbrook Centre B13 OET  
Hollywood Pre-school Daycare - based at Hollywood J & I School B14 4TG

Date Agreed by the Management Board: July 2019

Review: July 2020

Signature: 

## Equal Opportunities

The GBNFC Group are committed to promoting understanding of the principles and practices of equality and justice. Our settings encourage equal opportunities and operate an equal access policy.

### **For Children**

All children, irrespective of their race, colour, family structure and social, cultural and religious backgrounds are welcomed. The settings welcomes all children with disabilities and special needs and encourages full integration within the daily life at our settings and encourage the children to respect and value each other as well as their peers.

Our settings respect and celebrate cultural diversity and acknowledge its responsibility to promote positive images and role models to the children in its care. Activity programmes will reflect the multicultural nature of our society in an environment where gender stereotyping is not an option.

Staff will be expected to create an atmosphere that allows children to feel valued and enable them to develop a high self-esteem. It is the responsibility of all members of staff to ensure that the statements in this policy are complied with. Members of staff who are found to be in breach of this policy will be subject to disciplinary action.

Any signs of direct or indirect discrimination resulting in one person being treated less favorably than another must be challenged. The settings expect that unacceptable conduct of an anti-discriminatory nature, from staff or any adult, which has been observed by another member of staff, would be reported.

The activities and play materials in the settings help the children to broaden their knowledge and understanding of people and cultures in our society and the world at large. For example, as well as celebrating Christian festivals, the settings bases activities on religious and cultural celebrations from across the globe, and the children play with dolls and other toys which reflect race, culture, or physical ability which is different from their own. All children in the settings are given the opportunity to play with all the toys (subject to health and safety with children under three years of age). No toys are just for girls or just for boys.



All children in the settings are provided with the opportunity to reach their full potential. Sometimes this may involve staff adapting an activity to suit the individual ability or stage of development of a child, providing additional or different resources or by providing additional staff support and attention.

### Staff Equal Opportunities Policy

The settings comply with the Equality Act 2010 regarding all aspects of the settings and its users.

#### **For Staff**

The GBNFC Group equal opportunity policy states that in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the post.

Providing the requirements are being met, employees will not be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality, disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

The organization is committed to providing a working environment in which the rights and dignity of all its staff are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This policy means that all staff at our settings have the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

#### **Language Policy**

The GBNFC Group are committed to valuing the language and cultures of all children in our settings and their families.

It will endeavour to promote a positive attitude towards bi and multilingualism and provide opportunities for the development of the child's home language.



Our settings understand that:

- young bilingual learners may need time to observe, tune into the new language and try out things that are unfamiliar
- children need to have books and stories that have some link with different cultures, clear illustrations, repeated actions and language
- patterns and offer visual support in the form of pictures, puppets and real objects

Our settings need to keep activities practical and need to repeat key vocabulary and phrases.

Our settings will work to the practice guidance for the Early Years Foundation Stage, which states that we will:

"Show particular awareness of, and sensitivity to, the needs of children learning English as an additional language, using their home language when appropriate and ensuring close teamwork between practitioners, parents and bilingual workers so that the children's developing use of English and other languages support each other."

Our settings support the children's learning of English as an additional language by:

- providing dual language books
- providing books stories in other languages and about other cultures
- displaying welcome signs in different languages,
- staff learning key words in the child's home language, which they will work in partnership with the children's families
- finding ways of communicating with non-English speaking parents
- asking parents to make tapes of songs, stories, etc in their home language
- inviting parents to contribute words for displays in their language
- inviting parents to help with story-telling sessions.

Our settings will work closely with families to ensure the needs of their child are met.

