



## **Equal Opportunities**

At Sweet Peas Nursery we follow the guidance under the Equality Act 2010 and we are committed to:

- Promoting equal opportunities.
- Promoting good relations between members of different racial, cultural and religious groups and communities.
- Eliminating unlawful discrimination which includes any discrimination towards: Age, Disability, Gender reassignment, Marriage and civil partnership, Race, Religion/belief, Sex, Sexual orientation, Pregnancy/maternity.

## **Guiding principles**

In fulfilling these duties listed above, we are guided by three essential principles:

- Every child should have opportunities to achieve the highest possible standards and the best possible experiences for the next stages of their development and education.
- Every child should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every child should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

## **Addressing racism and xenophobia**

The nursery is opposed to all forms of racism and xenophobia, including those forms that are directed towards religions and communities.

## **Responsibilities**

The management is responsible for ensuring that the nursery complies with legislation and that this policy and its related procedures and strategies are implemented continuously.



The Managers are responsible for implementing the policy, for ensuring that all team members are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.

All team members are expected to deal with racist incidents that occur and to be aware of how to identify and challenge racial and cultural bias and stereotyping, to support children in their nursery for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

### **Information and resources**

We ensure that the content of this policy is known to all team members and as appropriate to all children and parents/carers. All team members have access to a selection of resources which discuss and explain concepts of race, equality and cultural diversity in appropriate detail. All children will have access to a diverse range of cultural resources.

### **Religious observance**

We respect the beliefs and practice of all team members, children and parents/carers and comply with all reasonable requests to religious observance and practice.

### **Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other nursery policies are dealt with, as determined by the management. The severity of the breach may determine the outcome.

### **British Values**

As a setting, we actively promote the fundamental British Values in all of our practices. These are democracy, rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. It is unacceptable to;

- Actively promote intolerance of other faiths, cultures and races.
- Fail to challenge gender stereotypes and routinely segregate girls and boys.



- Isolate children from their wider community.
- Fail to challenge behaviours (whether of team members, children or parents/carers) that are not in line with the Fundamental British Values of Democracy, Rule of Law, Individual Liberty and Mutual Respect and Tolerance for those with different faiths and beliefs.

