

Lord's Day Nursery

Equal Opportunities Policy Statement

At the Lord's Day Nursery setting, our commitment to equal opportunities is shown by our equality statement set out below:-

Equality Statement

It should be noted when reading this document and considering the care provided at Lord's Day Nursery, that every effort is made to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual of a similar age, whether they be adult or child. Discrimination under sex, religion, colour, disability, creed, marital status, ethnic or national origin, or political belief, has no place in the setting and should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the lead minder at the earliest opportunity. We are aware of our obligations under the Disability Discrimination Act 1995, our admissions statement reflects this. We do however; accept the need to go further. We will endeavour to fulfil not only our legal requirements but also the spirit of the act, in our requirements and in our recruitment policy and as well as the accessibility of our services to parents, carers and other agencies.

We will actively include, support and meet the needs of children with learning difficulties, disabilities, through our plans & activities and have regard for the Special Education Needs Code of Practice. We will make reasonable adjustments whenever necessary to support children.

We ensure that our assistants/staffing, children's activities, menus, children's play equipment are reflective of our multicultural society.

We show positive images and respect different cultures and religions of the ethnic minority by displaying positive posters, celebrating cultural and religious festivals.

Equal status is given to all cultures and religions and children are encouraged to value and respect others.

In the area of equal opportunities, the member of staff who helps in maintaining, evaluating and reviewing inclusiveness is Samira Ofikwu and Asma Rashid.

Our expectation is that anyone who has any dealings with the Lord's Day Nursery, is to have regard for our equal opportunities policy.

Lord's Day Nursery Reviewed: December 2017

Next Review Date: December 2018