



Equality of Opportunities Policy Summary

Daisy Chain nurseries actively promote equality of opportunity and anti-discriminatory practice for all children.

Equal Opportunities Policy

Daisy Chain is committed to promoting good relations between members of different racial, cultural and religious groups and communities. Children of all cultures, religions, linguistic backgrounds, disabilities, gender, age and abilities are treated as individuals with equal concern, in order that they should feel equally valued within the nursery environment. All staff work to encourage each child's self esteem and respect for others. Daisy Chain nurseries are open to all children regardless of their sex, disability, religion, nationality, ethnic or national origins. Any publicity of the nursery will state our commitment to Equal Opportunities and promote positive images of those groups in the community who suffer discrimination. Equal Opportunities thread through all activities, experiences and resources; we believe that all children and parents/ carers should be able to use the nurseries without discrimination. All equipment and experiences promote non-stereotypical traditions, values and environments. We aim to promote the positive values of diverse cultural identities through anti-racist experiences and resources. Positive anti-sexist and anti-discriminatory values are an integral part of the nursery environment.

Equal Opportunities are foremost when planning activities within the nurseries and we hope that this will offer not only anti-racist experiences but also perpetuate non-sexist nurseries. Other non-play experiences will encourage non-sexist behaviour and attitudes. The nursery staff will also use non-sexist and non-racist materials, books and posters in the nurseries and, where possible, get children to make their own, making sure there are positive images of girls, boys, disabilities, health impairments and different ethnic and cultural groups around the rooms in the nursery.

When planning our activities we enable the children to explore and develop an understanding of a range of cultures and traditions, making sure that these are not all European based, but represent cultures from around the world. Parent/carer involvement in these activities can be very helpful.

Each nursery has an Equal Opportunities Coordinator, who ensures that staff receive appropriate training, that the Equal Opportunities Policy is consistent with current legislation and guidance, reviewed regularly and is understood and actively implemented by all staff and available to parents/ carers.

Learning English as an additional Language; Children with SEND

Many children enter early years settings unable to speak English, but able to speak in their mother tongue. Some children may have a reason to require additional help, or they may have a disability.

Daisy Chain Nurseries recognise that it is essential that practitioners work closely with parents / carers to ascertain children's language experiences to be able to provide opportunities to sustain and broaden their skills in their home language while they are learning English. Daisy Chain Nurseries recognises that some bilingual children on introduction to a new setting may primarily choose not to speak, this can be referred to as a 'silent period' and may continue for some time.

Daisy Chain aims to support bilingual children by using the following strategies;

- Involving parents / carers, holding discussions about their child's home experiences and interests for planning.
- Enhance the print environment to reflect different languages.
- Activities/experiences are planned which exploit language/social development opportunities.
- Parents/carers are encouraged to record songs and stories in their home language to use with all of the children.
- Monolingual staff are encouraged to listen to the children even if they do not understand what a child is saying.
- Parents are encouraged to provide a list of key words ie drink, hello, toilet to aid the child's transition into Nursery
- Using additional aids to support understanding and communication, for example flash cards/Makaton.

The nurseries main aim is to get to know the individual child and to plan the environment and care around their needs. This could mean making adjustments to regular activities or the environment, or could mean that the staff agree strategies which best meet the child's developing needs. These will be made in agreement with the parent/carer and may include gaining the support of outside agencies, such as First team / Presens / Health visitors, etc.

Staff are encouraged to be confident in challenging any behaviour, language or actions that may contravene this policy.

We recognize our responsibility to prevent any actions or behaviour that go against the rights of any individual. Our practice will include observation to ensure that no actions are being observed, and if any they are reported and acted on immediately.