

EQUAL OPPORTUNITIES POLICY

Training Depot Day Nursery is committed to an equal opportunities policy which seeks to ensure that any potential or existing person/child participating at Training Depot Day Nursery is treated equally, irrespective of their ethnic origin, religion, gender, cultural or linguistic background, marital status, sexual orientation, ability or disability.

The Nursery works closely with parents, carers and outside agencies. This ensures each individual child's needs are met, including children who have Special Educational Needs or who have a disability. Reasonable adjustments are made to the programme for each day, to the curriculum, to all activities, trips, events, etc. that is on offer. The curriculum, activities, events etc. are adapted as necessary to meet each individual child's ability and needs.

Each individual child's work is valued and support is given to any children that need extra support in any area of development, the curriculum programme, and activities in the day to day routine or any time throughout their day when support is needed. The Nursery has 2 Inclusion Co-ordinators who follow the SEN Code of practice for all children with additional needs and liaise closely with the Area Inclusion Co-ordinator to set IEP and portage plans for the children. The Nursery Inclusion Co-ordinators are Mrs Sandhya Godhania and Miss Shanique Gonsalves.

Inclusion Co-ordinators will review, monitor and evaluate the effectiveness of the Nursery's inclusive practices and will promote and value diversity and difference. Inappropriate attitudes and practices will be challenged, and the Nursery will encourage children to value and respect others.

It is the responsibility of all participating at Training Depot Day Nursery including the management, employees, parents, children and students, volunteers and visitors to help to eliminate gender or racial discrimination. Any acts of discrimination, inappropriate practices or attitudes should be reported to the Director/Owner, Manager or acting managers or Deputy Manager in person as soon as possible. Any acts of discrimination, inappropriate attitudes or practices will be challenged by Nursery Management and disciplinary procedures will be carried out depending on who is involved. If a member of staff, student or volunteer is involved staff/student disciplinary procedures will be followed. Parents will be informed of any of the matters raised regarding their child if any inappropriate behaviour etc. has been witnessed; it will be explained to the child appropriately with regard to their age and level of understanding how the behaviour they displayed is inappropriate. If involving a parent a member of management will speak with them.

All participating at Training Depot Day Nursery must provide and reflect the needs of the children and families from ethnic minority groups. All participating must have knowledge and commitment to treat all the children at the Nursery as individuals and with equal concern.

All children are positively encouraged by the staff to participate in all activities regardless of their gender, race, religion, disability, special educational need etc. Training Depot Day Nursery feels it is important to provide a range of experiences for the children that will instil in the children a positive outlook towards people in our society. The children are provided with toys, equipment and books which promote equal opportunities and differing ethnic backgrounds, i.e. dolls, puzzles, dressing up clothes etc. Books are provided which reflect the many different lifestyles there are in our society.



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The children's work that is displayed in the Nursery Rooms reflects a positive image towards the world in which we live. The Home Corner area is changed regularly to show different cultures, races and the world around us.

Training Depot Day Nursery operates an inter-denominational policy where all participating must recognise that each race or religion has equal importance. Those participating at Training Depot Day Nursery strive to bring a broad selection of cultural events and festivals into the curriculum and activities of all children at the Nursery. In doing so, we strive to promote the spiritual, moral, cultural, mental and physical development for all children at Training Depot Day Nursery. The Nursery encourages all children to value and respect each other's religions, cultures, race etc.

Reviewed in Aug 24 by Mrs Sandhya Godhania