



## 04 EQUAL OPPORTUNITIES

Company Name: Tender Years Nursery Ltd  
Setting Name: Little Jems Childcare Services  
Policy Date: 16<sup>th</sup> June 2023    Next Review Date: 14<sup>th</sup> June 2024

### **Statement of intent**

The nursery takes great care to treat everyone as a person, with equal rights and responsibilities to any other individual, whether they are an adult or child.

Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this nursery.

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 manager at the earliest opportunity.

### **The nursery and staff are committed to:**

- 1 Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys, and girls.
- 2 Encouraging children to join in activities, i.e. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc.
- 3 Regularly review childcare practice to ensure the policy is effective.

The nursery aims to ensure that individuals are recruited, selected, trained, and promoted based on occupational skill requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being



necessary for the safe and effective performance of their work or training.

### **Service Provision**

No child will be discriminated against on the grounds of sex, race, religion, colour, or creed. Wherever possible those designated disabled, or disadvantaged will be considered for a place, considering their individual circumstances and the ability of the nursery to provide the necessary standard of care.

The nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

### **Recruitment**

The nursery will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Adverts will include the following statement:

"Little Jems Childcare Services - striving towards equal opportunity"

Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.

Application forms will not include questions which potentially discriminate against the grounds specified in the Statement of Intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. At interview all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the



selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

## **Staff**

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies.

All staff are expected to challenge language, actions, behaviours, and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent.

All staff are expected to participate in equal opportunities training.

## **Training**

The nursery recognises the importance of training as a key factor in the implementation of an effective equal opportunity policy.

The nursery will strive towards the provision of equal opportunity training for all staff.