



EYFS

EQUAL OPPORTUNITIES POLICY

Policy Review Date: 23/11/2016

EQUAL OPPORTUNITIES

Jungle Monkeys maintains a policy of equal opportunities for all children and staff. It actively promotes equality of opportunity and anti-discriminatory practices for everyone. Jungle Monkeys ensures that everyone is treated with dignity and respect. Jungle Monkeys will not discriminate between race, creed, gender, sexual orientation, disability, age, class or special educational needs for any reason whatsoever. This applies to employment, placement, education and training of staff, education of children and the provision of care.

The management of Jungle Monkeys recognises that discrimination exists in our society and will work with staff and parents to ensure the children in its care are not influenced by such practices.

All staff are fully aware of the relevant legislation that is listed at the end of this policy document

Implementation of the policy at Jungle Monkeys

It is the responsibility of the Director to appoint a named person with responsibility for matters relating to equal opportunities and anti discriminatory practices at Jungle Monkeys. The named person is: Mediha Marku. The responsibility of the Manager working with the named person to:

1. Produce a written policy statement that is accessible to all which includes the nursery's commitment to non-discriminatory policies.
2. Identify in the policy statement specific procedures and guidelines that all staff, including students and volunteers, must follow to promote equal opportunities.
3. Ensure that a copy of the policy and procedures is available to all parents/carers and staff, including students and volunteers, and others working within the nursery.
4. Ensure that all members of staff have relevant training where available.

The local context

Jungle Monkeys is located in IG2 near Newbury Park Station. It is a very mixed area of Redbridge with both wealthy and poor and families of many different ethnic origins. Many children are from reasonably stable families and family backgrounds with good contact with grandparents and extended family members even where the family group is a 'single parent family'.

However many are on low incomes or income support and a number of children have special educational needs.

The management of Jungle Monkeys recognises that racism, sexism and other discriminatory attitudes are as much a part of people in its catchment area as they are of any other area.

The nature of its market mix has meant that it has been necessary to work with Social Services with regard to children 'at risk' or children 'in need' and the members of staff are constantly made aware of new procedures and methodologies. The staff and management of Jungle Monkeys are aware of and already work with ECAF and its role in protecting children in need.

The building

Jungle Monkeys is a single story building with good access for people with disabilities.

Equal opportunities in respect of recruitment and employment

In making a choice between one potential member of staff and another, the only selection criteria used by Jungle Monkeys are ability, suitability and affordability.

Ability - This is based solely on the applicant's qualifications, experience and attitude to the care and education of children.

Suitability - This is a result of the new DBS checks and the management's opinion of the applicant's interaction with other staff and children. Also their references from employers colleges etc.

Affordability - This is a commercial decision as to whether the nursery can support the applicant's required salary.

Equal opportunities in respect of enrolment of children

Jungle Monkeys has a slightly complex policy dictated by the local council. It exists to provide nursery care and education to local children from families in a more disadvantaged position in terms of income and parental ability. It will prefer applications for a place from local families and those with siblings at nursery over children from more wealthy and professional families. It is available, as best as the staffing allows, to children with special educational needs. However the benefits of a broad social, professional and ethnic mix are considered a high priority.

Staff and management training

All staff at Jungle Monkeys has to attend relevant training courses in respect of equal opportunities. The topic is also part of the In-Set training curriculum.

Equal opportunities within the nursery and in the education of children

Jungle Monkeys is committed to active anti-discriminatory practices at all levels. Jungle Monkeys provides an environment in which children can develop positive attitudes to differences of race, culture, language, religion, gender and ability. These are

often re-enforced in circle-time discussions; major topics and the visual support material pinned to the walls of the nursery and is various books and literature.

All members of staff will treat the children and their families to whom care and education is provided with equal consideration and in so doing will acknowledge and respect their specific needs with regard to their religious persuasion, racial origins, culture and linguistic background as well as gender and ability within the framework of the law and the best possible advice for the child's educational needs. All children attending Jungle Monkeys are encouraged to do the same.

The management and staff at Jungle Monkeys ensure that all children:

- have equal access to the curriculum and feel positive about themselves and their identity.
- are encouraged to consider the similarities and differences between them, and so become familiar and comfortable with diversity.
- have opportunities to discuss everyday issues that affect their lives such as name-calling, exclusion and unfairness and are empowered to stand up for themselves and others.

The education and educational resources at Jungle Monkeys demonstrate and re-enforce diversity and difference in many ways. Such as:

- The use of books in different languages and some in Braille and audio books.
- By teaching other languages.
- By using photography and graphics that reflect diversity as well as representing the children and staff in the setting; the use of persona dolls and 'Small World' dolls that include disabled figures.
- By using displays such as greetings and names of everyday items in different scripts and languages.
- By using paints, crayons and pens in a range of skin tones.

Language

With regard to the English Language and a child whose first language is another; every effort is made to work with the child and its parents to,

- a) Ensure the child and its parents understand the routines of the nursery and,
- b) Improve the child's ability with English and, where necessary, to encourage its parents to improve theirs, thus further encouraging their child's ability.

Nevertheless Jungle Monkeys respects all children's heritage and they are encouraged to maintain their mother tongue and remember their roots. The nursery often has parents from other ethnic backgrounds visiting to talk to all the children about their way of life and their values.

Ethnic group discrimination, religious and ethnic celebrations

The nursery will not undertake any education programme or project that distinguishes, in any way, one ethnic group against another or seeks to imply that any single ethnic group or race is somehow less relevant or should be given special consideration over another ethnic group or race in such a way as to imply that the other ethnic group or race is somehow of less importance. Within this policy the nursery will continue to acknowledge ethnic differences and national and religious events and celebrations such as Christmas, Divali, Chinese New Year, Australia Day, and other national and faith-based celebration.

This policy was adopted on

Signed on behalf of the nursery

11/02/14

Gabby Savinyte

Reviewed 03.11.14

Gillian Kincaid

Reviewed 25.02.15

Mediha Unal

Reviewed 25.03.15

Mediha Unal

Reviewed 12.06.15

Mediha Unal

Reviewed 23.11.15

Mediha Unal