

## Equal Opportunities

Kinder Castle rejects any direct or indirect discrimination because of age, colour, creed, culture, disability, education, ethnicity, gender, information, knowledge, mobility, money, nationality, race, religion, sexual orientation, social class and status. The Nursery will endeavour to avoid any unfair discrimination based on these grounds including political opinion and association and trade union membership and activities.

Kinder Castle operates a policy of inclusion for all our children based on the following beliefs:

- All children have the right to learn together
- Children should not be devalued or discriminated against by being excluded or sent away because of their disability or learning difficulty
- There are no legitimate reasons to separate children for their education. Children belong together with advantages and benefits for everyone. They do not need to be protected from each other
- Research shows children do better, academically and socially, in integrated settings
- Given commitment and support, inclusive education is a more efficient use of educational resources
- Segregation teaches children to be fearful, ignorant and breeds prejudice
- All children need an education that will help them develop relationships and prepare them for life in the mainstream
- Only inclusion has the potential to reduce fear and to build friendship, respect and understanding

Our policy of equal opportunities applies to anyone and everyone associated with our setting. This policy is a condition of our registration that all parents/carers respect and adhere to the policy at all times.

## What are Equal Opportunities?

Anti discriminatory practice is always adhered to.

Within Kinder Castle Equal Opportunities are about:

- equality of access not equality of outcome
- everyone has the same chance to develop to his / her full potential
- an individual's opportunity should not be dictated by factors such as those stated in the opening paragraph
- it is respect for the person regardless of their circumstances

- widening life choices rather than restricting them
- fostering talents rather than suppressing them
- challenging stereotypical ideas about what people are able to do
- managing change for the benefit of all
- responding to individual and community needs
- managing all resources which includes adults connected with the setting
- capitalising on investment e.g. training, skills, people

### Implementation

Kinder Castle will continually endeavour to ensure Equal Opportunities are practiced throughout all activities such as:

#### BOOKS / JIGSAWS:

- Books will show positive images of people with disabilities
- Show different types of families e.g. one parent, step families
- Show a variety of ethnic and cultural groups
- Show non-stereotypical roles e.g. women fire fighters, male nurses
- Show a variety of different languages

#### ART MATERIALS:

- Paints and crayons will be in different skin tones
- Wall displays will give information about differing art forms e.g. origami
- Resources will be re-usable and re-cycled

#### GAMES AND TOYS:

- Dressing-up clothes will not be divided by sex e.g. nurses outfits male and female
- Dressing-up clothes will be multi-cultural
- Dolls of both sexes and all colours will be available
- Toys will be designed for children with disabilities and various ages

#### MUSIC:

- A variety of instruments from different cultures will be available
- A good range of music and movement games from various cultures
- Audio music tapes from other cultures

#### POSTERS & PUBLICITY:

- Posters will show men and women in non-stereotypical roles
- Posters will reflect a variety of cultures and lifestyles
- Poster and publicity will give out positive messages

#### STAFF:

- Staff will make all children welcome
- Staff will know about other cultures

- Staff will understand disabilities and gender issues
- Staff will be open minded to new ideas from children, parents/ carers

In addition to such areas the Manager will work closely with all parents / carers to ensure all children's records are kept totally up to date enabling maximum and appropriate care to be given at all times.

An inventory is kept up to date and regularly audited to ensure positive imagery and diversity is always promoted.

Planning of the curriculum is carefully organised and monitored to ensure all children have maximum access to it. In addition our planning will always acknowledge, promote and respect diversity and reflect and respect society and all that entails.

The curriculum will also allow for all children to appreciate and value each other's similarities and differences and they cultural or social.

The language we use in our setting will allow inclusion from everyone. It will be clear, simple and comprehensible. Where appropriate a translator / interpreter will be recruited.

Equal opportunities will form the basis of all plans associated with KinderCastle.

#### Legislation in relation to Equal Opportunities.

At KinderCastle we adhere to the Every Child Matters Framework and The Early Years Foundation Stage.

#### Evaluation & Review

The Nursery Manager will be responsible for ensuring the aims of this policy are met on a daily basis within the Nursery. Once every month a staff meeting will be carried out so that all staff may review and evaluate this policy both in line with the Nursery setting and current developments, needs and legislation.

Should you have a complaint please refer to the complaints procedure displayed in the entrance to the Nursery.

Updated 13<sup>th</sup> October 2008.