



DAY NURSERY AND PRE-SCHOOL
83 - 85 Hall Road
Hull
Tel: (01482) 470535

Equal opportunities and Anti-Bias Practice

This statement will enable the nursery team to encourage all children to grow up feeling proud, self confident and sensitive to the feelings of others.

Everybody is entitled to be different and we must respect and value those differences. It is not enough just to acknowledge cultural backgrounds, we must provide care and resources that value them.

- Parents/carers will be consulted regarding their family's religion, culture and holy festivals. Every effort will be made to celebrate these and the family's will be encouraged to participate.
- Each child will be encouraged to use all areas of the nursery and appropriate equipment therein, e.g. boys in the home corner, girls at the woodwork bench etc.
- Parents and Carers knowledge and understanding of their own child is valued by staff.
- Pictures, posters and other illustrations like jigsaws and other learning materials will portray a cross-section of people and if possible feature children and adults with additional needs.
- All children and families will be made to feel welcome and comfortable in the environment we have helped to create.
- We shall answer children's questions about disability, skin colour and parental situations etc, accurately and with honesty.
- Children's individual needs are met by observing and planning around their own individual interests which will develop their next steps.
- Boys and girls will be given cuddles and talked to in the same way and always treated with respect and understanding.
- All children regardless of any additional needs will be encouraged to interact with and learn from one another. Each child will receive the same opportunities as others.
- Reasonable adjustments will be made to support individual needs as required.
- We shall strive to encourage all the children to grow up feeling proud of themselves and their families without feeling superior or inferior towards others.
- We must strive to ensure that children's sensitivities and social skills are not blunted by racism so they can grow into compassionate and supportive people.

Little Acorns Additional Needs Co-ordinator: Emma North
The named 2nd Co-ordinators is Gemma Grace

ALSO SEE INCLUSION POLICY

Reviewed August 2017 Next review date: August 2018

Signature.....

INFORMATION FOR THIS POLICY WAS SOURCED FROM:

EYFS, Code of Practice on the Provision of Free Places for 3-4yr olds and Every Child Matters Outcomes