



# **BROOK HOUSE NURSERY Ltd**

## **EQUAL OPPORTUNITIES POLICY**

Our Equal Opportunities Policy aims to ensure that all children, parents, carers and staff are provided with an environment where they can develop as individuals regardless of race, gender, religious beliefs or disability. We recognise that all cultures should be given equal respect, and that it is important that children are given positive images of people who we are often guilty of discriminating against.

In order to achieve this we adopt the following measures:

- All children regardless of race, religion, disability or social status are appreciated and welcomed to our nursery.
- Gender, disability, race, colour, background, origins will not affect any child's access to the full range of activities and learning opportunities, or to be used to differentiate such access.
- All children's stages of development are assessed and appropriate provisions are made.
- All children are encouraged to take an active part in role play activities such as; home corner, dressing up, theatre, dolls, etc.
- By displaying positive role models through toys, pictures and role play, non stereotypical images are promoted.
- There is a wide range of books that promote positive images and represent different races.
- Children are encouraged to join in activities such as climbing frames, slides, bikes, trampoline, etc.
- Any pre-conceptions about gender or race found in books or the ones that arise during play, are challenged.
- While planning activities, active approach is taken to make sure that equal opportunities are being promoted.
- Festivals from all over the world are treated with the same respect and celebrated every year.
- Food representing different cultures is cooked regularly.
- Non English parents or those that represent a culture other than English are invited to read stories or share their traditions.
- Brook House adopts an Equal Opportunities Policy in:

Admissions

Staff recruitment

Children's activities and equipment

The aims and principles of the Nursery

Policy review date	Name and signature