

Teitl: Title:	Equal Opportunities Policy - Toybox Nursery
Fersiwn: Version	2
I bwy mae'r Polisi hwn yn berthnasol? Who does this Policy Relate to?	Myfyrwyr / Staff / Myfyrwyr a Staff / Arall (rhowch fanylion) Students ,nursery parens, staff and children

Cydraddoldeb ac Amrywiaeth / Equality & Diversity

Dolen at Gam 1 Asesu Effaith (ar Gydraddoldeb a'r Gymraeg): / Impact Assessment Stage 1 (Equality & Welsh) link:	Impact assessment
<i>Effaith ar yr Iaith Gymraeg</i> <i>Mae asesiad effaith wedi'i gynnal ar y polisi hwn i ystyried ei effaith ar yr iaith Gymraeg yn unol â Safonau'r Gymraeg (94-104) a Mesur yr Iaith Gymraeg (Cymru) 2011.</i>	<i>Welsh Language Impact</i> An impact assessment has been carried out on this policy to consider its effect on the Welsh Language in accordance with the Welsh Language Standards (94-104) and the Welsh Language (Wales) Measure 2011.

Adolygu a Chymeradwyo / Review and Approval

Perchennog y Ddogfen: Document Owner:	Rheolwr y Feithrinfa /Nursery Manager		
Ymgynghoriad / Consultation:	Nursery staff		
Dyddiad cymeradwyo / Date Approved	Cymeradwyaeth y Pwyllgor Mewnol e.e. Grŵp Diogelu / Internal Committee Approval e.g. Safeguarding Group		-
	Pwyllgor Cyfathrebu a Diwylliant / Communications & Culture Committee:		
	Pwyllgorau'r Bwrdd / Board Committees:	Pwyllgor Archwilio a Risg / Audit & Risk Committee:	-
		Pwyllgor Cwricwlwm a Safonau / Curriculum & Standards Committee	-
		Pwyllgor Cyllid, Pobl a Diwylliant / Finance, People & Culture Committee:	<i>Date TBC</i>
	Corff Llywodraethu / Governing Body:		-
Dyddiad Adolygu: Review Date:	15/01/2028		

Anfonwch y ddogfen wedi ei chymeradwyo i'w chyfieithu gan ddefnyddio'r [Ffurflen Cais Cyfieithu](#)
Send approved document for Translation using the [Translation Request Form](#)

Rhifwch bob adran a pharagraff
Please number each section and paragraph

Table of Contents

Equal Opportunities

1. Statement of Intent	2
2. Admissions / Service provision	3
3. Staff	3
4. Training	3
5. Early Learning Framework	4
6. Information and Meetings	4

1. Statement of intent

- 1.1. The nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within this nursery.
- 1.2. A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager at the earliest opportunity. Appropriate steps will then be taken to investigate the matter and if such concerns are well-founded, disciplinary action will be invoked under the nursery's disciplinary policy.

2. The legal framework for this policy is based on:

- 2.1. Equality Act 2010
- 2.2. Children Act 2004
- 2.3. Care Standards Act 2002
- 2.4. Childcare Act 2006
- 2.5. Special Educational Needs and Disability Act 2001.

3. We are aware of the anti-discriminatory good practice noted in the National Minimum Standards

- 3.1.1. [Equality Act 2010: guidance - GOV.UK](#)
- 3.1.2. [Anti-racist Wales Action Plan - GOV.WALES](#)
- 3.1.3. [Action on disability: the right to independent living framework and action plan - GOV.WALES](#)
- 3.1.4. [LGBTQ+ Action Plan for Wales - GOV.WALES](#)

4. The nursery and staff are committed to:
 - 4.1. Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.
 - 4.2. Providing a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary standard of care.
 - 4.3. Making reasonable adjustments for children with special educational needs and disabilities
 - 4.4. Striving to promote equal access to services and projects by taking practical steps (wherever possible and reasonable), such as ensuring access to people with additional needs and by producing materials in relevant languages and media for all children and their families
 - 4.5. Providing a secure environment in which all our children can flourish and all contributions are valued
 - 4.6. Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity
 - 4.7. Providing positive non-stereotypical information
 - 4.8. Continually improving our knowledge and understanding of issues of equality, inclusion and diversity
 - 4.9. Regularly reviewing, monitoring and evaluating the effectiveness of inclusive practices to ensure they promote and value diversity and difference and that the policy is effective and practices are non-discriminatory
 - 4.10. Making inclusion a thread, which runs through the entirety of the nursery, for example, by encouraging positive role models through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour (see dealing with discriminatory behaviour policy).
5. Admissions / service provision
 - 5.1. The nursery is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.
 - 5.2. 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.
6. Staff
 - 6.1. It is the policy of Toybox Nursery not to discriminate in the treatment of individuals. All staff are expected to cooperate 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 grounds specified in this policy and recognise and celebrate other cultures and traditions. All staff are expected to participate in equality and inclusion training.
 - 6.2. Staff will follow the whistleblowing policy where applicable to report any discriminatory behaviours observed.
7. Training
 - 7.1. The nursery recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. All new staff receive induction training including specific reference to the inclusion and equality policy. The nursery will strive towards the provision of inclusion, equality and diversity training for all staff on an annual basis.

8. Early learning framework

- 8.1. Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.
- 8.2. We do this by:
 - 8.2.1. Making children feel valued and good about themselves
 - 8.2.2. Ensuring that all children have equal access to early learning and play opportunities
 - 8.2.3. Reflecting the widest possible range of communities in the choice of resources
 - 8.2.4. Avoiding stereotypical or derogatory images in the selection of materials
 - 8.2.5. Acknowledging and celebrating a wide range of religions, beliefs and festivals
 - 8.2.6. Creating an environment of mutual respect and empathy
 - 8.2.7. Helping children to understand that discriminatory behaviour and remarks are unacceptable
 - 8.2.8. Ensuring that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
 - 8.2.9. Ensuring that children whose first language is not English have full access to early learning opportunities and are supported in their learning
 - 8.2.10. Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made
 - 8.2.11. Ensuring the medical, cultural and dietary needs of children are met
 - 8.2.12. Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

9. Information and meetings

- 9.1. Information about the nursery, its activities and their children's development will be given in a variety of ways according to individual needs (written, verbal and translated), to ensure that all parents can access the information they need.
- 9.2. Wherever possible, meetings will be arranged to give all families options to attend and contribute their ideas about the running of the nursery.
- 9.3. Toybox Nursery will ensure everyone in the community has access to information about the group by informing student service within the college, health visitors and the county children's information service.
- 9.4. Children are individuals in their own right and should be treated accordingly and not compared to each other.