St John's Pre-school Nursery

Equal Opportunities policy

Statement of intent

St John's Pre-school Nursery is committed to the principles and practice of equality of opportunity. We believe that our activities should be open to all children and families, and to all adults committed to their education and care.

Aim

To ensure that the practices of the Nursery provide a secure environment in which all our children can flourish and in which all contributions are valued.

The legal framework for this policy is:

- The Equality Act (2010)
- Children Act 1989; and (2004)
- Special Educational Needs and Disability Act 2001
- Keeping Children Safe in Education (2023)

Methods

Our Nursery is open to all members of the community.

- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as needed.
- Where a waiting list is in operation, fair criteria apply – see our Admissions Policy.
- We ensure that all parents are made aware of our Equal Opportunities policy.
- We do not discriminate against a child or their family, or prevent entry from our setting, on the basis of protected characteristic as defined by the Equalities Act (2010).
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We develop an action plan to ensure that people with impairments can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents whether by:
    - Direct discrimination – someone is treated less favourably because of a protected characteristic eg preventing families of some racial groups from using the service;
    - Indirect discrimination – someone is affected unfavourably by a general policy eg children must only speak English in the setting;
    - Association – discriminating against someone who is associated with a person with a protected characteristic eg behaving unfavourably to someone who is married to a person from a different cultural background; or
    - Perception – discrimination on the basis that is thought someone has a protected characteristic eg making assumptions about someone's sexual orientation because of their mannerisms or how they speak.
- We offer a flexible payment system for families with differing means.
- Displaying of openly discriminatory and possibly offensive materials, name calling or threatening behaviour are unacceptable on, or around, the premises and will be dealt with in the strongest manner
- We seek to be an 'equal opportunities' employer within the parameters of the Nursery's ethos and values (see Ethos Statement).

- Posts are advertised and all applicants are judged against fair criteria.
- Applicants are welcome from all backgrounds.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community
- The applicant who best meets the criteria is offered the post, subject to references and DBS checks. This ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications
- We monitor our application process to ensure that it is fair and accessible.
- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for valuing diversity and promoting equality.
- All children will be respected and their individual potential recognised, valued and nurtured.
- Activities and the use of play equipment offered allow children the opportunity to develop in an environment free from prejudice and discrimination.
- Appropriate opportunities are given to children to explore, acknowledge and value similarities and differences between themselves and others.
- Stereotypes or derogatory images in the selection of books or other visual materials are avoided.
- We aim to show respectful awareness of all the major events in the lives of the children and families in the Nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.
- We will acknowledge the festivals which are celebrated in our area and/or by families involved in the Nursery. If we are unfamiliar with these, families are welcome to talk about their festivals with the rest of the group.
- As we have a Christian ethos, we will seek to celebrate festivals of the Christian faith and help children to understand the relevance of them. Parents are aware of, and in agreement with this, when applying for a place at this Nursery.
- We encourage parents/carers to take part in the life of the Nursery and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.
- Any discriminatory behaviour by children, staff or parents is unacceptable.

This policy was adopted at a meeting of St John's Pre-school Nursery

Held on (date) 19 March 2026

Signed on behalf of the Board of Trustees

Role of signatory Chair

Review date March 2028