

Equal Opportunity Policy and Procedure

Everyone has the right to be treated fairly and equally. We value every child, parent and member of staff and their unique needs. We aim to provide inclusive practice where every child is given the opportunity and support needed to succeed and feel successful.

- Tina's Tots holds high expectations from all (children, staff and parents) to act with respect and treat everyone fairly.
- Negative comments or behaviours will not be tolerated.
- We provide a supportive setting where bullying of any sort is not tolerated and will be acted upon using the correct channels.
- We will provide adequate care for each individual and their unique needs that incorporates parent requests wherever possible. (A record will be kept of parent requests to ensure we monitor this correctly).
- We will be culturally aware and provide opportunities to gain an understanding of others' backgrounds, beliefs and lifestyles. These will be brought into or discussions as part of focused learning or through day to day tasks. We support this throughout our curriculum by celebrating many different cultural celebrations such as Eid, Chinese New Year, Hindu festival of colour, Hannukah and Christmas.
- We support children to become independent thinkers through exploration, investigation and play, we model both behaviours and play to assist in development.
- Everyone at Tina's Tots is expected to be a positive and inclusive role model to ensure children are happy and feel listened to.
- All managers are trained and have the correct knowledge of current legislation and feed this forward to other staff when and as required. Staff are expected to keep up to date with any changes through private readings and set training supplied by or lead by Tina's Tots. Staff also regularly complete courses to keep their knowledge up to date.
- We provide a variety of resources, tools, techniques and experiences which: develop a wider understanding of the world and the different people and cultures within it; includes all and which enables all children to feel positive about their outcomes and successes. Children are monitored and assessed regularly with constant praise and rewards (stickers).
- We have implemented a teddy to take home for both rooms to encourage positive behaviour and share with parents all the positive things that the child has achieved each week.
- We have created sticker charts to encourage children to come into nursery happy which results in children getting a prize.
- We always strive to avoid stereotypes and will plan unisex activities. Each child/parent/staff is appreciated for who they are and their unique likes and dislikes.
- We try to use other languages alongside English – days of the week displayed in both English and additional first language/s. Children are taught French phrases as part of their individual learning.
- We aim to sing songs from other cultures/countries in English or in native tongue.
- We always ensure indoor and outdoor play is suitable, accessible and engaging for all. The building is designed so access for all is easy and safe.
- We always ensure every child feels valued, respected and treated fairly. Each member of staff holds a pastoral role, nurturing and caring for each individual.

- All staff follow the behaviour policy of ‘the time out zone’ to give time out to those needing it (1 minute for every year of their age). Ensuring they follow each step of the behaviour ladder for every child.
- Children may be put on an IEP/IBP if required (individual educational plan/individual behaviour plan), these would be discussed and created with parents to ensure same expectations apply at home and at Tina’s Tots.
- All children are provided with the same meals (unless specific food plans are required due to allergies etc).
- Parents can see the menu on our Facebook page so that each parent knows what their child is receiving that day. If a child has a severe allergy in which we cannot accommodate for, a parent may be asked to provide the child’s meal. However we would make sure the child did not feel separated or negatively different.
- All children that are required a sleep are provided with a safe place to sleep/rest.
- Through planned activities we celebrate our similarities and differences and understand what makes us all unique.
- We provide opportunities for children to calculate mathematical problems in their first language.
- We always differentiate activities, resources, materials and equipment to cater for each child’s needs to ensure every child has access to the learning and is developing at a fast rate.
- We refrain from exposing children to our own biases by staying natural and avoiding conversations which are controversial.
- We always refrain from giving children stereotypical gender roles but encourage everyone to participate in all activities or tasks.
- We communicate verbally daily with parents, through care diaries, update reports which are completed monthly, through questionnaires, monthly newsletters and six monthly through parents evening to ensure both children and parents are receiving the best service suitable for their needs and requirements.
- We challenge negative bias and discrimination in a constructive sensitive manner. These are recorded and stored safely and dealt with in a confidential manner.
- No child will be excluded due to their ethnicity, gender, disability, religion/belief, sexual orientation or social economic status unless at the request of parents (would need to be agreed in writing prior to the activity/event).
- Children may be excluded due to age in order to meet legislation on ratios – however staffing would be reviewed to try to accommodate all.
- Tina’s Tots understands, recognises and celebrates that every child is unique and that some may need additional requirements/consideration.

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