



## **Equal Opportunities Policy**

At the Nature Box, we recognise that there are many different types of families who successfully love and care for children. We celebrate the fact that we live in a multicultural, multi-faith society. We aim to demonstrate that we positively value and respect children from all ethnic origins/racial, religions, cultures, linguistics backgrounds and abilities.

Children of both sexes are positively encouraged by staff to participate in all activities and we treat each child as an individual.

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued.
- Encourage and include contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups, and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.

### **Admissions to our Sessions**

The Nature Box is open to every family in the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- 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 to our setting, on the basis of colour, ethnicity, religion or social background, or disability.
- 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 disabilities 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. Displaying of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

## **Equal Opportunities and our Staff**

We will employ the best person for each job and will treat fairly all applicants and all those appointed. We have a fair and safe recruitment process and policy.

We are committed to ensuring that all our staff and applicants for employment are protected from unlawful discrimination in employment.

We aim to ensure that all local people who wish to work in or volunteer to help our nursery have an equal chance to do so.

The Nature Box is an Equal Opportunities employer and is committed to ensuring, within the framework of the law, that its workplaces are free from unlawful or unfair discrimination on the grounds of colour, race, religion, nationality, ethnic or national origin, gender, sexual orientation, age, marital status or disability.

We aim to ensure that our staff achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. We have adopted the following policy as a means of helping to achieve these aims.

- Posts are advertised, and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.