



Equal Opportunities Policy

Purpose of Policy

The purpose of this policy is to make sure that Snuggle Bunnies Childcare (Nursery) staff meets the needs of all customers. We value and respect the diversity in our setting (nursery), community and committed that children, families, staff, and visitors are treated fairly, with dignity and respect. We value different languages and beliefs that are a part of the setting (nursery) and communities that use the setting (nursery). We promote respect for differences and view it as a positive aspect of our environment. We also instil the need for all staff to embody this as they act as a 'good model' for all children.

Who is Responsible?

All staff have a responsibility to make sure that their own practice reflects Snuggle Bunnies Childcare (Nursery) policies and procedures. In addition to this, all staff have a responsibility to identify their own training needs that may occur when working with children, young people, and families. This staff can discuss with the childminder (manager).

The childminder (manager) has a responsibility to make sure that all practices in the setting (nursery) are in line with all Policies and Procedures.

The childminder (manager) has the responsibility to make sure that where training needs have been identified all members of staff have an opportunity to have these needs met. The setting (nursery) will have INSET days and development mornings/evenings that provides regular training on all aspects of equality awareness and practices (training days should not interrupt your sessions). Through training, we actively promote equality ensuring the learning

environment is free of discrimination, harassment, victimisation, and bullying- where we encounter this it will be challenged.

We comply with the London Borough of Brent Equality Policy and with the EYFS requirements and act in accordance with the Equality Act 2010.

How will the policy be implemented?

Children

- Children and families receive fair and equal access to the setting (nursery) services.
- The setting (nursery) users are treated with dignity and respect.

Parents/carers

At Snuggle Bunnies Childcare (nursery), we value and actively seek the contributions and engagements from mothers, fathers and carers in their children's learning and the activities delivered at the setting (nursery). We promote the inclusion of mothers, fathers, and carers from a wide range of backgrounds and different experiences in their life.

- We value and actively encourage involvement, engagement, and contributions of parents/carers
- Recognise and value their differences/diversity and include this in our learning environment
- Promote parents' involvement in their child's learning and developments
- Encourage shared experiences from work/home
- Value families and children's experiences and include these in our daily routines and in developing a welcoming and stimulating learning environment.

We can do this by:

- Inviting parents/carers to share experiences in their home language
- Provide experiences using a variety of different languages/visual aids/BSL
- Flexible meeting times
- Opportunities to play an active part when volunteering in the setting (nursery).

Staff

- Staff are treated with dignity and respect.
- Staff experience fairness and equality of treatment in workplace.
- We comply with London Borough of Brent Equality Policy and with EYFS requirements and act in accordance with the Equality Act 2010.

Staffing will reflect a cultural diversity of the community. Snuggle Bunnies Childcare (nursery) aims to make sure that all staff can attend training and events to make sure that we understand all cultures and respect traditional values of each child and their family.

Recruitment & Training Policy

Recruitment of staff will be carried out following our job descriptions, and job specifications based on professional, personal and experience skills. Snuggle Bunnies Childcare (nursery) is committed to making sure that candidates for employment and current employed staff are not discriminated on any grounds such as:

- Gender
- Race
- Colour
- Nationality
- Ethnicity
- Disability
- Age
- Marital Status
- Sexuality
- Responsibility of dependents
- Religious Beliefs
- Work Pattern

Snuggle Bunnies Childcare (nursery) is committed to anti-discriminatory practice and it is the responsibility of the childminder (manager) to make sure that this policy is maintained. Where problems or issues arise, the childminder (manager) will make sure that a full investigation takes place, and any follow up action takes place. This may be initiating disciplinary action where appropriate.

Premises

Snuggle Bunnies Childcare (Nursery) is committed to making sure that all possible steps are in place to comply with the Disability Act 1995, with particular attention to:

- Access for children, parents, and visitors with sensory impairment.
- Access for children, parents, and visitors with other additional support.

Racism & Sexism

Snuggle Bunnies Childcare (Nursery) is committed to developing awareness of those facing discrimination and the effects of discrimination within the setting (nursery). Therefore, any racist or sexist comments are dealt with in a sensitive manner in order that positive discussions promote understanding of a situation. Snuggle Bunnies Childcare (nursery) understands that different people will have different attitudes regarding racism and sexism. All members of staff will use their own informed judgement to decide the manner to deal with situations.

If staff are unsure how to deal with a situation, they should report the issue to the manager who will advise them on the action that will be taken. Snuggle Bunnies Childcare (nursery) believes that all staff should act as positive role model for the children, therefore if staff notice that colleagues are behaving in an inappropriate manner regarding racism or sexism and in any other way, this should be reported to the childminder (manager) who will deal with the situation following the right protocols. Staff should note that Snuggle Bunnies Childcare (nursery) operates a zero-tolerance policy on discriminatory behaviour, any staff that behaves in a discriminatory manner may be subjected to disciplinary actions.

Sexual Harassment

Snuggle Bunnies Childcare (nursery) believes that all employees must be treated with dignity and respect whilst at work and when representing the provision in any capacity outside of the provision. Snuggle Bunnies Childcare (nursery) will not tolerate any sexual harassment of any one employee by another.

This may include (but not limited to):

- Unwanted physical contact
- Unwelcome sexual activities, suggestions, or pressure to participate in social activities outside of work, where it has been made clear this is not welcomed
- Conduct which is intimidating, physical, verbally abusive, including the display of explicit material, the use of sexually explicit humour and comments of sexual nature whether it be directed specifically at any individual or not.
- Suggestions that sexual favours may further an employee's career or that refusal may hinder it.

Snuggle Bunnies Childcare (nursery) regards sexual harassment as a form of intimidation, which has the impact of insulting and demeaning the employee against whom it is directed at and is therefore, unacceptable. All complaints will be dealt by the childminder (manager). If appropriate the childminder (manager) will assess the complaint and agree on the action to take place. If the complaint relates to the childminder (manager), the member of staff must follow the Child Protection & Safeguarding Policy. **Brent Family Front Door must be contacted on 0208 937 4300** DSL officer will assist them.

Last Updated/Reviewed On:	SIGNITURE
24.5.2020	O. Morgan
21.11.2020	C. Morgan
23.03.2021	C. Morgan