



Tilbury Nursery,
Potters Bar United Reformed Church,
Darkes Lane, Potters Bar,
Hertfordshire EN6 1BZ.

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EQUAL OPPORTUNITIES AND DIVERSITY

AIMS

At the Nursery we aim to ensure that all children and adults working within the setting, irrespective of their ethnicity, culture, religion, home language, family background, learning abilities, gender or disabilities have the opportunity to experience a challenging and enjoyable program of learning and development.

We also aim to ensure that all the children and adults feel secure, included and valued.

OBJECTIVES

1. To establish positive attitudes to diversity and difference, not only so that every child and adult is included and not disadvantaged, but also that they learn to value diversity in others.
2. To focus on each child's and adults learning and development needs by:-
 - i) Stretching and challenging all children/adults to achieve their best.
 - ii) Removing or helping to overcome barriers for children/adults where these already exist.
 - iii) Being alert to the early signs of needs that could lead to later difficulties, and responding quickly and appropriately, including other agencies where necessary.

OPERATING POLICY

The Nursery will promote Equality of opportunities in the following way:-

1. All children are allocated a key worker who will liaise the child's parents/ carer when the child first starts Nursery and beyond. Information regarding

the child's abilities, development, cultural or religious background will be collected. This information will be used when planning and carrying out activities within the Nursery to ensure that familiar experiences are used as starting points for learning. This dialogue with parents/carers will be ongoing and information regularly updated.

2. Staff will ensure that all children have access to learning opportunities by making the necessary adjustments to the physical environment (ramps and lower displays etc) for those with a disability. Also relevant staff made aware of the child's disability and needs.

3. Any child who is found to have additional needs is allocated a SEN (Mrs Drozd) and given necessary one on one time. Regular assessment along with any recommendations from the relevant outside bodies will be undertaken.

4. The Nursery will promote positive images by using resources, displays and equipment that reflect the community and the wider world with its ethnic, cultural and religious diversities and additional needs.

5. The curriculum will include activities to encourage children to respect people's differences by arranging:-

- i) Activities relating to a wide range of religious, ethnic and cultural festivals.
- ii) Talks, displays and information about disability and the difference and similarities of people and the reasons for those similarities and differences.

6. All relevant staff are made aware of the SEN Code of Practice. The staff will ensure that all children/adults are given support and the opportunity to participate in activities, experiences, visits and discussions and to ensure that all children are listened to carefully and with respect.

7. The staff will carefully consider equality of opportunity when planning activities and experiences. When necessary, they will modify and differentiate activities or provide additional equipment of materials to ensure children are not excluded.

This policy was adopted at a Management Committee meeting of Potters Bar URC Nursery

Held on	<hr/> 27 th April 2020	(date)
Date to be reviewed	<hr/>	(date)
Signed on behalf of the Management Committee	<hr/>	
Name of signatory	<hr/> Mr Frank Palmer	
Role of signatory	<hr/> Chair of Management Committee	