



Norfolk House Nursery

Equality of Opportunity Policy and Procedures

The Safeguarding and Welfare Requirements

3.67

We will ensure that our setting is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and value diversity for all children and families. We have a designated Equal Opportunities Coordinator who will review and monitor equal opportunities throughout the nursery by using audit tools and parent partnership.

We aim to:

- Provide a secure and accessible environment that all children can flourish in and their contributions are considered and valued.
- Include and value the contribution of all families.
- Provide positive non-stereotyping information.
- Improve our knowledge and understanding of anti-discriminatory practice and promote equality.
- Make inclusion a thread that runs through all activities within Norfolk House.
- Make reasonable adjustments where possible to accommodate the needs of children and adults.
- Ensure the Early Years Foundation Stage encourages children to develop positive attitudes about themselves and others.

Please see the Staff Notice Board to find out who the Equal Opportunities coordinators are.

This Policy and Procedure was reviewed in October 2022 by Hayley Fox, Senior Nursery Manager	Date for next review: October 2023	Date Sent to Director: October 2022
Date sent to Nursery Manager: October 2022	Name:	Date disseminated to staff:
Proof read by Sulina Wyton, Office and Finance Manager: October 2022		