



Equal Opportunities Policy

At Lara Nursery, we are fully committed to providing equality of opportunity for all children, families, and staff members. We adhere to all relevant legislation, including:

- Sex Discrimination Act 1986
- Equal Pay Act 1970
- Race Relations Act 1976 and Amendment Act 2000
- Disability Discrimination Act 1995 and 2005
- Equality Act 2006
- Special Educational Needs Code of Practice 2014
- The Children Act 2006

This policy applies to everyone involved in our nursery, ensuring that everyone, regardless of their role, is treated with fairness and respect.

Equality of opportunity is at the core of our approach to early childhood education. We strive to create an environment where no child or staff member is disadvantaged based on factors such as race, gender, culture, disability, class, belief, lifestyle, or family circumstances.

At Lara Nursery, we aim to foster positive attitudes about oneself and others by:

- Listening to children, ensuring that each child feels valued, respected, and included.
- Providing equal access to activities, resources, and learning opportunities for all children.
- Offering tailored support to ensure each child has the opportunity to develop their skills and abilities to their fullest potential.
- Incorporating diverse materials, resources, and activities that celebrate differences in background, culture, and ability.

Date this policy was reviewed:

Date this Policy was updated:

Name and Signature:



- Promoting awareness and appreciation of diverse cultures, beliefs, and identities among children.
- Collaborating with parents/carers and other professionals to ensure inclusive practices and support for children with additional needs.
- Maintaining an environment free from stereotypes and discrimination, using positive language and images.
- Valuing and respecting the diverse family backgrounds of all children.
- Addressing and challenging any instances of discriminatory language or behaviour promptly and appropriately.

At Lara Nursery, we believe that effective learning flourishes in an atmosphere of mutual trust and respect. Therefore, we are dedicated to fostering an inclusive environment where every child, family, and staff member feels valued and supported.

Admissions

Lara Nursery welcomes children and families from all backgrounds and communities. We recognise and celebrate the uniqueness of each child, regardless of gender, race, religion, ability, or social background. Our nursery works closely with parents/carers and other professionals to ensure that every child's individual needs are met.

Families

We acknowledge and support the diversity of family structures within our community. Lara Nursery welcomes and values all caregivers, believing that the richness of diversity enhances the learning experience for both children and adults alike.

English as an Additional Language

We recognise the importance of supporting bilingual children and adults within our nursery community. Our staff members are committed to providing opportunities and assistance for children to develop their home language while also fostering English language development in meaningful contexts. We work closely with parents/carers to ensure that language diversity is celebrated and supported within our nursery environment.