



Equal Opportunities:

At Ducklings Childcare Ltd we follow the guidance under the Equality Act 2010 and we are committed to:

- Promoting equal opportunities;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination which includes any discrimination towards: Age, Disability, Gender reassignment, Marriage and civil partnership, Race, Religion or belief, Sex, Sexual orientation.

Guiding Principles

In fulfilling these duties listed above, we are guided by three essential principles:

- Every child should have opportunities to achieve the highest possible standards and the best possible experiences for the next stages of their development and education.
- Every child should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every child should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

Addressing racism and xenophobia

The nursery is opposed to all forms of racism and xenophobia, including those forms that are directed towards religions and communities.

Responsibilities

The management is responsible for ensuring that the nursery complies with legislation and that this policy and its related procedures and strategies are implemented continuously.

The managers are responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that occur and to be aware of how to identify and challenge racial and cultural bias and



stereotyping, to support children in their nursery for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

Information and Resources

We ensure that the content of this policy is known to all staff and appropriate to all children and parents. All staff have access to a selection of resources which discuss and explain concepts of race equality cultural diversity in appropriate detail. All children will have access to a diverse range of cultural resources.

Religious Observance

We respect the beliefs and practice of all staff, children and parents/carers and comply with all reasonable requests to religious observance and practice.

Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other nursery policies are dealt with, as determined by the management. The severity of the breach may determine the outcome.

Monitoring and Evaluating

We collect information using quantitative and qualitative data relating to the implementation of this policy making adjustments where appropriate.