Equal Opportunity Race Equality Policy

The nursery is committed to working towards race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. The nursery is opposed to all forms of racial prejudice and discrimination. Language or behaviour, which is racist or potentially damaging to any ethnic or racial group, will be challenged. The nursery recognises that we live in a diverse society made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all children are adequately prepared to live in such a diverse society.

The nursery includes Race Equality issues as a regular item for review at staff meetings.

The nursery manager has overall responsibility for implementing an appropriate course of action to enable the nursery to adhere to its Race Equality Policy. The nursery manager ensures that staff receive training and are informed of the implications of the policy, including the relevant legislation.

It is recognised that all staff have a responsibility to promote tolerance and harmony within the nursery.

The manager ensures that all reported racist incidents are recorded in a register and dealt with.

All staff are responsible for keeping up-to-date with Race Relations legislation and Equality matters.

Staff know how to deal with racist incidents in the nursery; how to promote diversity and how to identify and challenge bias and stereotyping.

Staff encourage positive working relationships between children and ensure that children of all racial and ethnic groups are included in all activities and have equal access to the curriculum.

Staff never discriminate or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment of particular groups, parents or other staff.

All nursery staff have a responsibility to read, understand and comply with this policy.

The Policy is available for parents, visitors and members of the wider community.

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