

EQUAL OPPORTUNITY POLICY

PRINCIPLE

Primrose Hill is committed to ensure the talents and resources of all employees are utilized in full and that all employees will be recruited and promoted in accordance with these talents.

As Early Years professionals, we have an awareness of children's individuality can promote this through care and play, helping him/her to reach their full potential.

STATEMENT OF INTENT

Primrose Hill believes that:

- Everyone at Primrose Hill (staff and children) will be treated in the same manner
- Primrose Hill will never discriminate on any grounds
- We learn and nurture from all different cultures, creeds and abilities within our group

PROCEDURE

Employment

- Our recruitment and selection will be fair and in accordance with our policy on this matter
- We will maintain a neutral working environment in which no employee feels under threat of intimidation because of his/her religious feelings, beliefs, political opinions, race, sexual orientation, marital status or disability
- We will prohibit the display of flags, emblems, tattoos, jewellery, posters, graffiti, slogans or songs which may be deemed offensive or cause apprehension
- Staff can at any time lodge a grievance in accordance with their contract of employment

Children

Everybody at Primrose Hill Day Nursery has a real belief in the individual worth of each child and a determination to ensure that they have the opportunity to develop to their full potential, irrespective of their class, gender, ethnic origin, race, religion or disability.



**Primrose Hill Daycare
& Nursery School**
FREEDOM TO FLOURISH

3A Lisglass Road, Ballyclare, BT39 9NP

Tel: 02893 342191

Email: info@primrosehilldaynursery.org

www.primrosehilldaynursery.org

We believe that every person is different but equal, and that everyone's unique talent should be recognised and encouraged.

We all need encouragement at some time in life, and we aim to create opportunities for children to make the most of their abilities.

It is the specific policy of Primrose Hill Day Nursery not to discriminate against any child because of their race, colour, sex, age, creed, national origin or ability.

We are aware of the various family structures: i.e. One parent families, extended families, same gender families etc.

This includes the registration process, training, education and general development, daily nursery routine, discipline and ensures the opportunity to participate in all the nursery's activities.

Furthermore,

- We have multi-cultural books, dressing-up clothes, and toys, as well as projects on different religions and cultures.
- The individual needs of all children will be met through planning for your child following the EYFS.
- We encourage role play in different scenarios, i.e., the father staying at home doing the ironing, cooking, etc. This is to help the children recognise the importance of sharing the responsibilities at work, in the home and at play.
- We are committed to working alongside parents and carers and other outside agencies.
- We will make any reasonable adjustments to the nursery or its environment so that all children can be cared for to meet their specific needs.
- All equipment, dolls, dressing-up clothes, etc, are available to all children Staff are aware of our Equal Opportunity Policies and have relevant information upon employment to ensure that these policies are implemented on a day-to-day basis.
- We will challenge any democratic remarks that may be made by either the children, staff, parents or other persons using the nursery.
- We will encourage the children to respect and value each other as well as their peers.



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- We will adhere to the SEND Code of practice, with the SEN CO taking responsibility to ensure this is put into practice.

SEN CORDINATOR – Angela Magee

(for more information regarding SEND please see our SEN policy).