

Equal Opportunities Policy

Health and Social Care Standards:

1.1 I am accepted and valued whatever my needs, ability, gender, age, faith, mental health status, race, background or sexual orientation.

1.6 I get the most out of life because the people and organisation who support and care for me have an enabling attitude and believe in my potential.

3.12 I can understand the people who support and care for me when they communicate with me.

The Equality Act (2010)¹, and subsequent revisions, makes it illegal to discriminate against a person on the grounds of their race or ethnicity, their disability, gender or sexual orientation, their age or religion. Stramash will exercise due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. This will include both **direct** and **indirect** discrimination.

Child's experience

All children in the nursery will be respected and their individuality and potential recognised, valued and nurtured. All activities will be developed and made available in a way that offers all children the opportunity to develop in an environment free from prejudice and discrimination - this means that there will be no activities exclusive for girls/boys or children of any race, or children excluded due to their needs.

Staff will foster relationships with children that respect and appreciate their individuality, needs, culture and approach. Staff will always communicate with and about children in a respectful and positive way.

Stramash will, where possible, meet the needs of all children by putting in extra support such as language interpreters, educational support or physical adjustments to the environment. For more information, see Stramash's additional needs policy.

Stramash will take the approach of learning from its own community - for example where a child is experiencing a festival or important event in their home life, Stramash staff will work in partnership with the family and child to learn and appreciate this and bring the experience into nursery for others to celebrate alongside the child.

Family's experience

Stramash will encourage the involvement of parents by making them welcome and

¹ [The Equality Act \(2010\) UK Legislation](#)

by respecting the differences in families, their language and culture, and by supporting them to contribute in a meaningful and authentic way.

Stramash will ensure that systems are in place to allow all parents with a physical disability to access the service. Where language, hearing or speech impairment present barriers we will use interpreters and signers as appropriate. We will use a variety of communication approaches in order to reach all parents.

We will be sensitive to any parent with limited reading skills that impact on form filling and understanding written communications, and will support them in a manner that preserves their dignity.

Translations will be used where possible. Welcome packs will be translated into key languages spoken within the setting. English speaking parents who have a home language that is not English may be asked to pass non-confidential information to others who share their home language, or to act as interpreters in suitable situations.

A varied time, place and manner in which meetings are conducted will ensure that all families are enabled to attend, contribute and have equal opportunity to be involved in the running of the setting.

Staff's experience

Decisions about recruitment and selection, promotion, training and any other benefit will be made objectively and without unlawful discrimination.

All job applicants and others (such as volunteers, third party workers) will be treated fairly and will not be discriminated against on any grounds. Wherever possible, advertisements and job application packs will be written in other languages as well as in English if necessary for a particular community.

Stramash will be proactive in seeking to minimise any restrictions or limitations staff may experience due to disability. We will put appropriate support mechanisms in place and where possible will make any necessary adaptations.

Stramash hosts a proactive and responsive Bullying policy and Whistle-Blowing policy to support staff who may be experiencing direct or indirect discrimination to report their concerns for investigation.

Staff can find more information about Equal Opportunities in the staff handbook.