

ANTI-DISCRIMINATORY POLICY

All staff that apply to Eastwood Neighbourhood Nursery for employment are assessed for their suitability for the post regardless of sex, weight, religious beliefs, cultural or colour discrimination. It is our belief that caring is about mixing and sharing with others regardless of sex, colour or creed.

Any child who is attending the nursery from ethnic minorities must be accompanied with a full list of cultural beliefs and dietary requirements. If the proposed child cannot speak English language a short list of commonly used words and short sentences should be available from the child's parents/carers and all staff must have access to this list and be able to utilise it.

Any discrimination that arises from favouritism must be firstly recognised by the individual and clear instructions given to avoid it re-occurring.

All staff are expected to give their best to all in their care.

It is our aim that all staff appreciate each other's worth regardless of job status and they value and respect each other's opinions and beliefs.

Roles and Responsibilities

- To ensure that everyone throughout the nursery is aware of the equal opportunities policy and in implementing it.
- To ensure that all staff are meeting every child's needs accordingly
- Provide staff with any up to date literature according to legislation, equal opportunities etc.
- Provide support to parents and children to meet their needs.
- Breaches of the Equalities and Diversity or Anti-discriminatory Policy will lead to disciplinary proceeding and if appropriate disciplinary action.

