

## Equal Opportunities Policy

At Little Angels, we are committed to equality for all. The nursery aims to treat all children, parents/carers, students and staff fairly and as individuals, regardless of age, gender, marital status, race, religion, culture, different ability or health needs, or sexual orientation.

We believe that all people:

- Should be valued and respected as individuals.
- Have their needs recognised and met so that they are given every opportunity to reach their full potential.
- Have the right to learn and to grow in an environment that is free from prejudice and discrimination.

The nursery will aim to achieve, and encourage users to do this by:

- ⇒ Treating all individuals with courtesy and respect.
- ⇒ Positively reinforcing individuals self-esteem and promoting a positive self-image.
- ⇒ Providing positive role models.
- ⇒ Ensuring that the nursery provides and displays a range of materials, images and activities that provide a positive and non-stereotypical view of cultures, gender, family backgrounds, religions, etc.
- ⇒ Challenging any forms of discrimination, and report any incidents to the manager.
- ⇒ Regularly reviewing our practices to ensure that they are non-discriminatory.
- ⇒ Encouraging children, students and staff members to celebrate differences, ask questions and learn about people who are different from themselves.
- ⇒ Providing opportunities for all users of the nursery to participate in and share the diversity of religious practices, customs and festivals, whenever possible.