



Equal Opportunities Policy

Once Upon A Time Nursery is fully committed to the active promotion to equality of opportunity for all children and families.

We are familiar with the Anti-Racist Wales Action Plan.

We are an inclusive and anti-racist environment. We are committed to continuous improvement through targeted research, professional learning and community engagement.

All children and families will be treated as individuals.

This policy is intended to provide and maintain equality of opportunity for all children and adults involved in the nursery and will reflect the needs of our clients and future clients of the nursery.

All children will have the opportunity to explore and celebrate racial diversity in a positive and supportive way.

Advertising the nursery:

The nursery will ensure that everyone in the community will have access to information about Once Upon A Time through: - Family Information Services, Health Visitors, Doctors' Surgeries, website and social media in the language appropriate to the community.

Admissions:

The nursery is open to every family in the community. Please refer to the inclusion policy for further details.

All children and adults will be given the opportunity to understand they are part of a multi-cultural society and to respect cultures, lifestyles, languages and religions other than their own.

Children and Adults in the nursery:

Once Upon A Time Nursery will ensure all children and adults including those with



additional needs are respected, valued, nurtured and their individuality and potential recognized.

We are familiar with the LGBTQ plus Action Plan for Wales. We strive to create a welcoming environment for those parents/carers who identify as LGBTQ plus. We ensure we get to know all families and represent them positively in the setting. During the initial visit to the nursery, we ask the same questions to all parents, however, may need to ask additional questions to those identifying as LGBTQ plus, such as “How would you like us to refer to you when talking to your child?”

All children and adults will be given the opportunity to understand they are part of a multi-cultural society and to respect cultures, lifestyles, languages and religions other than their own.

All children will be offered activities to give them the opportunity to explore, value, acknowledge similarities and differences between themselves and others. Any discriminatory remarks, behaviour or stereotyping will be challenged, and children and adults will be encouraged to understand the effect of such.

The nursery will encourage the involvement of all parents/carers, making them welcome and encourage them to contribute in whatever way they can.

Where appropriate the nursery will ensure all families have an equal opportunity to be involved in the nursery. Any meetings regarding the setting will be arranged to suit all adults involved.

Resources:

Books, posters and all resources will be checked regularly to ensure they positively and accurately reflect the diversity of society.

Employment:

- The recruitment process will be following current employment legislation
- Advertisements will be placed externally and internally in the language appropriate to the community, when possible
- All applicants will have copies of any relevant information
- A welcoming and professional approach at interviews will be ensured, each candidate will be asked the same questions relevant to the post which will include reference to equal opportunities.

