

SOUTHLANDS NURSERIES LIMITED

EQUALITY AND DIVERSITY POLICY

*'We're all different
But we don't mind
Because we're all friends
And we're all kind'*

Southlands take great care to treat each individual person in their own right, with equal rights and responsibilities. This policy and guidance is based on:

- Equality Act 2010
- Children Act 2004
- Care standards Act 2002
- Childcare Act 2006
- Children (Scotland) Act 1995
- Special Educational Needs and Disability Act 2001
- The EYFS Framework

At Southlands we promote equality and diversity by:

1. Encouraging positive role models displayed through toys, role play, and activities and in books that promote non stereo-typed images and languages and challenging all discriminatory behaviour (see behaviour policy). Books are selected to promote such images. In addition to this we have a selection of bilingual resources.
2. Choosing resources to give children a balanced view of the world and the rich diversity found in society.
3. Encourage all children to join in activities i.e. dressing up, shop, home corner, dolls, music, climbing on large apparatus, bikes etc regardless of gender.
4. Providing a secure environment in which all our children can flourish and all contributions are valued
5. Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity
6. Providing positive non-stereotypical information
7. Regularly reviewing our child care practices and procedures to ensure our policies are effective and practices are non-discriminatory
8. Continually improving our knowledge and understanding of issues of equality, inclusion and diversity

Service Provision

No person will be discriminated against on the grounds of sex, race, religion, age, ethnicity or creed. Where ever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of Southlands to provide the necessary standard of care (See admissions policy).

Southlands will strive to ensure that all services and projects are accessible. We will also strive to promote equal access for persons with a disability and producing material in relevant languages and media.

Recruitment

All applicants will be considered equally and will be appointed the basis of occupational skills requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation and pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.

At interview no questions will be posed which will potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

Staff

All staff members are expected to co-operate with the implementation, monitoring and improvements of this and other policies. They are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory. It is the duty of all staff to report to Julie Tretheway (nursery owner) if they believe that the policy is not being upheld.

Training

At Southlands we recognise the importance of training as a key factor in the implementation of our equality and diversity policy. Southlands continuously strive towards the provision of equal opportunity training for all staff.

Persons who have responsibility at the kindergarten are Diane Harding and Julie Hankey and at the crèche Joanne Gallimore and Claire Hollins.