**Equal Opportunities**

**Statement of intent**

We take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within our nursery.

The legal framework for this policy is based on:

* Equality Act 2010
* Children (Scotland) Act 1995
* Additional support for Learning (Scotland) Act 2004
* Community Care and Health (Scotland) Act 2002

**Recruitment**

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

Application forms will be sent out and will not include questions that potentially discriminate on the grounds specified in the statement of intent. At interview no questions will be asked that may possibly discriminate on 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 receive feedback on the reasons why they were not successful.

**Staff**

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds specified in this policy and recognise and celebrate other cultures and traditions. Staff will follow the whistle blowing policy where applicable to report any discriminatory behaviours observed.

**Admissions**

All Kinder Croft CIC services are accessible to all children and families. We aim to provide a place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances and our ability to provide the necessary standard of care. Reasonable adjustments will be

made for children with special educational needs and disabilities. We will also provide reading materials for children or families where English is not their first language.

**Training**

New staff will receive induction training including specific reference to the inclusion and equality policy. Kinder Croft CIC will strive towards the provision of inclusion, equality and diversity training for all staff on a regular basis.

**The curriculum**

Learning opportunities offered at Kinder Croft CIC encourage children to develop positive attitudes to people who are different to them.

We do this by:

* Making children feel valued and good about themselves.
* Ensuring that all children have equal access to learning and play opportunities
* Creating an environment of mutual respect and empathy
* Helping children to understand that discriminatory behaviour and remarks are unacceptable
* Ensure that learning opportunities offered are inclusive of children with additional support needs and/or disabilities and children from disadvantaged backgrounds.
* Ensuring that children whose first language is not English have full access to learning opportunities and are supported in their learning.
* Ensuring the medical, cultural and dietary needs of the children are met.
* Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

Verified: M.Planterose

Date of review: 23/11/22

Date of next review: 23/11/22