



Equal Opportunities and Diversity Policy

Reviewed October 2016

At Cherry Tree Nurseries all children are treated with warmth and care. All children will be treated with respect and children's individuality will be positively encouraged.

The Equal Opportunities Co-ordinator is: **Becca**

The nurseries SEN co-ordinator is : **Ashleigh**

Here at the Nursery we seek to promote positive attitudes and behaviour appropriate to living in a multicultural society and all aspects of the nursery care will reflect the make up of the wider community.

Cherry Tree Nurseries will meet the needs of the children at nursery in terms of any of ethnicity, gender, disability, special educational need, race, religion and culture.

The nursery staff will treat all children with equal concern and the nursery environment will enable children to learn respect and value for each other. The equal opportunities co-ordinator is responsible for resourcing the environment with activities, toys, books, music, home corner, dress up and positive images is. Staff are informed of festivals throughout the year and these are added to the planning. We will make reasonable adjustments ie room layout, ramps in order to include any children with disabilities or special educational needs. Staff members understand that all children are different and have different needs and are accommodating to these.

The nursery staff will provide positive support for all the children's efforts and be responsive to all the children's needs and questions. Staff are able to access training and are kept up to date on relevant changes through management and feedback from other staff.

The use of discriminatory language and actions will not be acceptable and the children will be given guidance in a way that is appropriate for their age and stage of development. Please refer to the Behaviour management Policy

Please also read **SEND Policy**

To be reviewed October 2017