



Equal Opportunities Policy



Phoenix Education Day Nursery is fully committed to providing equal opportunities by striving to create an environment that positively encourages diversity. We undertake to ensure that the nursery is completely free of discrimination on grounds of race, colour, ethnic origin, religion, gender, marital status, disability, age or sexual orientation under the Equality Act 2010.

This policy applies to all interaction between parents/carers and interaction with children. It also applies to our recruitment practices, advertising, promotion, terms and conditions of employment, appraisals, training and employee development.

The responsibility for upholding this commitment is shared by and is intended to benefit every person having contact with the nursery.

The nursery will do its utmost to ensure that all children in its care and all employees develop awareness and a positive image of all sectors of society.

Wherever practical the nursery will make any reasonable changes to the environment which prove necessary to ensure that employees and children attending the nursery with special needs, including those that are disabled, are given the same opportunities as those that are able-bodied. The nursery has a designated Special Educational Needs Co-ordinator (SENCo) which is displayed in main reception of the nursery and who has training and follows the SEN Code of Practice. Consideration for SEN will be given when following our staff policies, behaviour support and sickness and medication policies.

With this in mind the nursery ensures that everyone must recognise that each race or religion has equal importance. A broad range of cultural events and festivals will be part of the curriculum and activities of all the children attending the nursery. We are committed to promoting the spiritual, moral, cultural, mental and physical development of all children in our care.

Prejudicial attitudes of any description will not be tolerated and at all times be discouraged.

If you have any concern, personal or otherwise, about discrimination, you should contact the manager for advice. Allegations of discrimination will be handled promptly, seriously and in confidence.