



Equal Opportunities Policy

Setting's Name:	Morning Star Nursery & Morning Star Educational Centre
Date Last Reviewed:	17 th February 2024
Date of Next Review:	17 th February 2025

Morning Star recognises that all sections of society may experience prejudice and discrimination. We committed in our approach to achieving excellence in all aspects of equal of equal opportunities for all children in my care. This policy encourages the recognition of the fact that all children differ in their individual needs.

Our object is to strive to achieve an environment where each child can participate in all the activities we do. In this way each child will learn to value their own capabilities and grow in confidence. Those who are not as able as others will be afforded the same access to activities.

I will manage this by either adapting our approach or the existing environment. The setting is committed to attaining excellence in the delivery of services to everyone in the community regardless of gender, age, race, disability, language, class, culture or way of life, religion/faith, mobility or any other unjustifiable grounds.

The setting is committed to ensuring that equalities are mainstreamed throughout the nursery service so that they become a central part of the planning, policy making, delivery and employment processes.

We meet out statutory obligation and evaluate our performance. Everyone is treated differently yet fairly, objectively and sensitivity towards their culture, values and beliefs. We encourage and enable the involvement of people, including children, in decision that affect them.

The nursery and play staff and those who we work in partnership with and have a responsibility in promoting equalities and challenging discrimination and stereotyping. The manager will be responsible for ensuring that principles are put into practice.

Discrimination will be unlawful in to

- Recruitment and selection
- Terms and condition of employment
- Access to training
- Development and promotional opportunities

Morning Star seeks opportunities;

- Include men in the workforce as they are discretionally underrepresented in Early years
- Provide training and development for all employees so they can do their job to the best of their ability and gain access to career progression
- Equip staff with skills to challenge discrimination and stereotypes sensitively and with the knowledge that they will be supported by the service

The setting is committed to delivering high quality child care provision which is inclusive, efficient and safe.

We seek opportunities to provide children with rich variety of experiences which reflect their heritage, family background and possible disability and contribute to their growth and wellbeing.

We provide activities and resources which challenge stereotypes and support anti-bias practice.