



# St. Elizabeth's Nursery

## Equality Policy

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At St. Elizabeth's Nursery we believe that every child has the right to be treated equally. We acknowledge and celebrate the worth and uniqueness of each person. We seek to enable the children to recognize their individual worth and appreciate others, giving sensitive consideration to their beliefs, values and cultures. Words or actions that offend or discriminate against other people on any grounds are not tolerated.

At the Nursery we value and respect all **racial origins, religions, cultures and languages**. Every child will be encouraged to develop and learn without prejudice, and is valued as an individual, without racial or gender stereotyping. We endeavour to provide access and facilities for children with special educational needs. All play equipment is selected to show positive images of all races, cultures and disabilities and to avoid racial or sexist stereotyping.

We aim to encourage children to develop positive attitudes about themselves and other people. We do this by:

- Listening to children to ensure that each child feels included, safe, valued and respected.
- Treating all children equally
- Ensuring that all children have equal access to activities, resources and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Providing play materials / resources and activities that demonstrate diversity of background and ability, and help to develop positive attitudes to differences **of race, culture, language, gender and ability**.
- Promoting children's awareness of their own culture and beliefs and those of other people.
- Initiating activities and creating displays that positively reflect both British values and the benefits of living in a multicultural society.
- Ensuring the differentiation of activities to include and meet the needs of all children
- Working in partnership with key professionals to ensure individuals with learning difficulties and / or physical disabilities can participate fully in all aspects of the provision.
- Avoiding stereo typical images in equipment, resources and activities.

- Using positive, non-discriminatory language with all children.
- Valuing the home background of all children.
- Ensuring any discriminatory language or practice is challenged appropriately.

## English as an additional Language

**Staff value linguistic diversity** and provide opportunities and support for children to develop and use their home language in their play and learning. They work closely with Parents / Carers to ensure all the children's needs are fully met.

St. Elizabeth's Nursery has declared itself an "Equal Opportunities Employer" and all staff must make every effort to make this declaration a reality. Our good practice enables children to develop positive attitudes to differences in **race, culture, language and gender**.

**Policy dated June 2025**