

EQUAL OPPORTUNITIES POLICY

Ramas Daycare aim to provide a setting that is free from discrimination, either direct or indirect, by educating our young children to celebrate cultures, religions and races throughout the world. Our children are looked after and educated in a setting which is non-gender stereotypical and promotes positive role models globally in many facets of life, such as religion, politics and sport. Our policy and procedures adhere to the Race Relations Act 1976 in that we will not discriminate on grounds of sex, race, colour, religion, nationality, ethnic or national origins.

We achieve this by:

- Removing barriers to learning so that every child has an equal access to the full range of educational and care aspects of attending our setting
- Employing staff who receive training and support to ensure their delivery is reflective of current government legislation with regards to Equal Opportunities
- Practitioners being positive role models who treat all within the community of the setting with respect, without exception
- Adhering to the Government legislation of 'Every Child Matters' (2003)

THE ROLE OF THE PRACTITIONER

Practitioners are expected to adhere to this policy and to carry out procedures to reduce or eradicate any aspects of equal opportunities that may be encountered by:

- Ensuring that all children are treated fairly and with equal regard
- Ensuring that children with disabilities are included fully in activities or that 'reasonable adjustments' are made for them (Disability Discrimination Act 1995)
- Reviewing policies yearly to ensure they are up-to-date and reflective of current practices
- Safeguarding children from discrimination, and acting on any issues that may arise or by seeking support from a senior manager
- Providing toys and activities that are gender non-stereotypical and fully inclusive
- Ensuring that colour is not accredited to gender
- Planning carefully and using supporting literature which promotes the significant contributions of women, for example, or people from non-European countries
- Dispelling urban myths

THE ROLE OF THE MANAGER

The Manager is responsible for ensuring equality throughout the setting. S/he is expected to:

- Implement and explain the Equal Opportunities Policy to practitioners and their roles within it
- Provide training for new practitioners and refresher courses for practitioners who may not have attended training for some time
- Be involved with the recruitment of new practitioners with keen regard to the role of the practitioner with a particular emphasis on equal opportunities

- Treat and deal quickly and effectively with any reports of anti-discriminatory practice throughout the setting
- Deal with any incidents and to log and monitor them for quality assurance

Ramas Daycare are committed to developing awareness within the setting of the needs of those who face discrimination and the effects of discrimination on society. Thus, racist and sexist comments are dealt with in a sensitive and tactful manner in order that positive discussion promotes understanding.

Anti-Racism

The following procedures have been highlighted for the welfare and safeguarding of all children:

- Ramas Daycare has zero tolerance of racism or any forms of discrimination within the setting, and will act promptly to address any matters that are raised by children, practitioners or parents. Action will be taken directly should this be the case
- We promote an international image and endeavour to make our setting welcoming and friendly for all. Children's work displayed is reflective of the developmental area of Knowledge and Understanding of the World (Foundation Stage 2000) which promotes cultural awareness
- We use multicultural books which allows us to celebrate daily events from different parts of the world which we can include in our planning for the benefit of all children
- Our partnership with parents is designed to meet the needs of all parents/carers. Events that are special to a particular family are identified and are effectively planned for
- We support children to understand the importance of caring, consideration and fairness to all, and concentrate on pro-social behaviour which works in partnership with behavioural management

Anti-Sexism

Ramas Daycare understand that different people have different attitudes regarding sexism and different understandings of what constitutes a sexist action or comment. All members of staff will use their own informed judgement in deciding the manner in which and situations are dealt with. If a member of staff is unsure as to the manner in which they should deal with a situation, they should report the issue to the manager who will advise them on the action that should be taken.

We believe that members of staff should act as role models for children, therefore, if a member of staff is concerned that colleagues are behaving in an unacceptable manner regarding sexism (or any forms of discrimination) this should be reported to the manager who will deal with the issue through appropriate channels.

Sexual Harassment

Ramas Daycare believes that all employees are entitled to be treated with dignity and respect whilst at work and when representing the setting in any capacity outside of the nursery.

As such we will not tolerate the sexual harassment of one employee by another. For the purposes of this policy, sexual harassment is defined as 'unwanted conduct directed towards an employee by a fellow employee which is of a sexual nature, or which is based on the person's gender and which is regarded as unwelcome and offensive by the recipient. This may include but is not limited to:

- Unwanted physical contact
- Unwelcome sexual advances, propositions, suggestions or pressure to participate in social activity outside work, where it has been made clear that this is not welcome
- Conduct which is intimidation, physically or verbally abusive, including the display of explicit material, the use of sexually explicit humour and comments of a sexual nature whether directed specifically at any particular individual or not
- Suggestions that sexual favours may further an employee's career or that refusal may hinder it

Ramas Daycare regards sexual harassment as a form of intimidation, which has the effect of insulting and demeaning the employee against whom it is directed and is therefore unacceptable. All complaints will be dealt with by the manager, if appropriate, who will assess the complaint and agree on the action to be taken. If the complaint relates to the manager, the member of staff is welcome to seek other resolutions either by contacting those in authority of the manager or contacting employment tribunals.

MONITORING AND REVIEW

The overall responsibility for monitoring and the review of the effectiveness of the policy lies with the Setting Manager. This must include:

- Monitoring the progress of minority groups and making comparisons with the rest of the group (looking at stage of development)
- Monitoring and reviewing the practitioner's recruitment policy
- Monitoring the outcomes of complaints relating to equal opportunities and to review the effectiveness of the outcomes
- Monitoring and reviewing the Behavioural Policy and procedures, and to ensure that they are working in partnership