

Equal Opportunities Policy

Statement of intent: Goldsmiths College Nursery adheres to the equal opportunities policy and procedures laid down by Goldsmiths Students Union.

Aim: The nursery aims to provide a service for all parents and children according to their individual needs, interests, irrespective of gender, ability and ethnicity in order to promote their intellectual, physical, emotional and social development. The nursery will view each child holistically. We aim to ensure that every child has ample opportunities to develop their own awareness of the multi-cultural society in which we live.

Method: Anti-discriminatory behaviour is expected at all times from staff, parents and children, in respect of religion, race, culture, ability, gender and any other differences. Adults and children are encouraged to contribute towards a happy and caring environment, showing respect to all individuals.

Admissions

The nursery admissions policy does not favour any one group above the other. It seeks to allocate each child with a nursery place, according to their position on the waiting list. The list is operated on a first come, first served basis.

Curriculum Planning

All nursery staff work in accordance with the nursery aims and objectives policy to promote equality of opportunity through the Early Years Foundation Stage. Staff promote British Values throughout their practice (please see behaviour policy for more details).

SEND (Special Educational Needs and Disabilities)

All nursery staff have due regard for children with special educational needs and disabilities (SEND). All children are included, valued, supported and adjustments made whenever possible to provide for children with SEND. The nursery has a named Special Educational Needs Coordinator (SENCO), Karen Roe. Please refer to the nursery SEND Policy for further details on how the nursery can support children with SEND.

Parental Involvement

- Parents and carers are encouraged to support the nursery in the procedures laid down in this policy.
- Nursery staff will support your child to help them experience high quality care and learning opportunities in order to promote their development.

- The nursery has an open-door policy and any parent who wishes to help with or initiate nursery activities, (including multicultural activities), is encouraged. Parents are welcomed to share skills, knowledge and experiences with the children accordingly.
- The nursery values linguistic diversity and bilingualism. Children with English as an additional language or dual languages are valued and supported. Nursery staff liaise with parents, so that children are supported in using home languages and English.
- Nursery staff work closely and professionally with parents and other agencies in the best interests of each child.

Staff recruitment

The nursery follows the recruitment guidelines set out by Goldsmiths Students' Union, they are adhered to at all times when recruiting staff. The nursery management will ensure that all staff have high and positive expectations of children at all times. The nursery management will employ staff who evidence that they are able to promote our diverse community. Thorough checks of the suitability of staff to work with young children will always happen at the recruitment stage. This includes DBS (Disclosing and Barring Scheme) checks, ID and reference checks.

Staff Training

Any training related to nursery practice can be organised by Goldsmiths Students' Union, Lewisham Early Years Quality and Sufficiency Service or by other relevant parties.

Monitoring and Evaluating

- Nursery books will be monitored closely for discriminating images or language.
- Equipment will be checked regularly to ensure that it is of good educational quality in terms of equal opportunities.
- Any issues or concerns regarding equal opportunities, within the nursery, can be dealt with by Karen Roe, the Nursery Manager. Issues will be dealt with seriously and sensitively.