

CASTLE DOUGLAS NURSERY (ELCC)
EQUAL OPPORTUNITY POLICY

The Nursery should ensure that no child is excluded or disadvantaged because of ethnicity, religion, culture, family background, disability, gender, home language, additional support needs, rurality or ability. The Nursery should ensure that all children feel secure, included and valued.

The Nursery should consider these objectives:

- Establishing feelings of respect and trust with all children and their parents or carers.
- Treating each child as an individual and providing equality of opportunity within the Nursery.
- Encouraging self-confidence and a positive approach to learning in all children.

How we achieve these objectives:

- Talk to the parents about the child's ethnic, religious and cultural heritage and experiences at home.
- Use this information when planning and carrying out activities within the Nursery.
- Ensure that familiar experiences are used as starting points for learning.
- Address these objectives when planning, setting up and altering rooms, outdoor areas, displays and equipment within the Nursery.

Staff should aim to create an environment that encourages a positive attitude to learning by:

- Keeping the Nursery environment free from any discriminatory practice or stereotypical images.
- Valuing the local community and environment as a source of learning opportunities.
- Using displays, resources and equipment that reflect the community in which the children live as well as the wider world.

It is important that, from an early age, children are helped to recognise that there are many different ways of seeing and understanding the world around us. These different ways depend on a range of cultural, social and religious influences.

Curriculum for Excellence, the Early Years Framework and GIRFEC all include features to encourage children to respect their own cultural background and beliefs and those of other people. In Nursery these will include where appropriate:

- Activities relating to a wide range of religious, ethnic and cultural festivals.
- Visits to different places of worship and cultural centres.
- Telling stories, listening to music and looking at pictures and videos from a range of cultures and religions.
- Role-play activities that reflect a variety of cultures.
- Discussions with and between the children about the similarities and differences in their experiences and the reasons for those similarities and differences.

Staff will ensure that all children are given support to participate in activities, experiences, visits and discussions. They should ensure that all children are listened to carefully and with respect.

The Nursery will carefully consider the need for equality of opportunity when planning activities and experiences. When necessary they will modify activities or provide additional equipment or materials to ensure children are not excluded.

Examples within specific areas of Nursery would include:

- the use of music and books
- role play in the house
- girls and boys being given equal opportunities to use a variety of tools and equipment, such as in the Home Corner, baking, woodwork etc
- using books, puzzles etc showing positive images of people from different races and cultures
- opportunities of sampling and preparing food from different countries and cultures
- celebrating a variety of religious and cultural festivals
- ensuring that children with a disability have equal access to the curriculum and that staff recognise their abilities

Fiona Baird

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Next update due January 2021