



# Ollie's Trust

## Nursery, Breakfast & After School Club

C/o Goosnargh Oliverson's CE Primary School, Goosnargh Lane, Goosnargh, Preston PR3 2BN

Telephone 01772 866415 between 7:45am and 6:00pm

website : [www.olliestrust.co.uk](http://www.olliestrust.co.uk)

### Equality of Opportunity

#### Valuing Diversity & Promoting Equality

##### **Policy statement**

Ollie's takes great care to treat every user of the setting as an individual, with equal rights. Discrimination on the grounds of sex, race, religion, colour, beliefs, marital status, transgender, disability, ethnic, national origin or political belief is unacceptable and will be dealt with accordingly through disciplinary procedures for staff and verbal warnings for children and any adults using the setting.

We aim to ensure that individuals are recruited fairly and training is regularly updated to promote equality and diversity throughout the setting. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, disability, cultural or national origin or sexuality which cannot be justified as being necessary for the safe and effective performance of their work or training.

##### **Service Provision**

All children are welcome at our setting no matter of their sex, race, religion, disability, colour or beliefs. Ollie's will strive to ensure that all activities and areas are accessible and relevant to all groups and individuals in the community within targeted age groups.

Our Equality Needs Coordinator (ENCO) is Mrs Clare Gornall, who will strive to ensure that policies are kept up to date and that all staff are aware of inclusive practice and celebrating equality and diversity.

Ofsted Registration No: 309872

Preschool Learning Alliance Member: 104284

## **Procedures**

- We have a ramp to enable access to the setting for all.
- We have handles in the toilet to enable access to the toilets.
- We celebrate festivals from all religions.
- We can adapt menus to suit specific dietary requirements.
- We provide books showing children of various races and with varying abilities.
- Boy and girl dolls are available.
- Photos, resources, role-play equipment, food tasting sessions and small world toys are permanently available for children to access and explore.
- Key words are also in languages other than English.
- Where available, real wheelchairs, crutches, splints and outfits will be provided for children to celebrate each other's individuality.
- Inclusive practice is promoted at all times and encouraged as celebrating our individuality.

## **Legal framework**

The Equality Act (2010)

Children Act (1989) & (2004)

Special Educational Needs and Disability Act (2001)

## **Other useful Pre-school Learning Alliance publications**

- Guide to the Equality Act and Good Practice (2011)
  
  
  
  
  
  
  
  
  
  
- Date Policy was written and agreed by all staff:
  
  
  
  
  
  
  
  
  
  
- Signed:
  
  
  
  
  
  
  
  
  
  
- Position: