

Equal Opportunities Policy

Statement

KinderWorld is firmly committed to a policy of equality of opportunity both in the provision of a service and as an employer.

We will strive to eliminate all forms of discrimination on the grounds of; age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex (gender) or sexual orientation, ethnic or national origin and we are committed to removing all forms of discrimination through positive action.

Parents/Carers are welcome at KinderWorld at all times and are treated with respect. Parental involvement is essential in supporting your child with their learning journey at Kinderworld Nursery.

We provide an environment and resources to learn and thrive. We know your and our interactions are one of the most important resources we can provide.

- Children will feel valued and we will create opportunities to build the child's self-esteem so they feel good about themselves to develop a positive self-image within each child
- We will develop an understanding that discriminatory behaviour and remarks are not acceptable and that they must be challenged.
- Children whose first language is not English have full access to learning opportunities and are supported in their learning.
- Avoiding stereotypical images or materials that are derogatory.
- Children will have equal access to the environment and equipment around them which are representative of the world in which we live and suitable for their needs and development.
- Mealtimes, snacks and cooking will provide opportunities for children to experience food from other cultures and nationalities

- Staff will provide activities enabling children's participation. This will ensure there are equal opportunities for all children to join the activity of their choice and this is often supported through the child's interests and strengths. This is inclusive of all children including those with SEND and children who are from a disadvantaged background.
- Classrooms will be designed to be accessible to all, where possible.