



Equal Opportunities Policy

Sodbury Vale Day Nursery positively value and respects children of all ethnic origins/racial groups, cultures, religions and abilities. All children are positively encouraged to participate in all activities by all staff.

Sodbury Vale Day Nursery considers it to be important to provide a range of experiences and an environment that will instil in the children a positive outlook towards people in our society whom they see as different from themselves.

- Toys and equipment will be chosen with the differing needs of the children in mind.
- Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles there are in our society.
- Displays will show and reflect a positive image towards the world in which we live.
- Staff will actively promote British Values and have knowledge of The Prevent Duty.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity

It is the policy of Sodbury Vale Nursery to positively value and respect people regardless of their gender, ethnic origin, racial group, religion or culture. A member of staff is employed because that person is considered to be the best person for the job.

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