



'At Bright Stars Plymouth CIC we promote equality between all people regardless of their sexual orientation, religion, race, gender or disability'

Review Date: May 2026

Equality of Opportunity

Policy Statement

We will ensure that Bright Stars Nursery is fully inclusive in meeting the needs of all children, particularly those that arise from their sexual orientation, religion, ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice and to promote equality of opportunity and valuing diversity for all children and families. We aim to:

Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.

Include and value the contribution of all families to our understanding of equality and diversity.

Provide positive non stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.

Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.

Make inclusion a thread that runs through all of the activities at our setting.

Procedures

At Bright Stars Nursery we advertise our service within the school community, providing clear and concise information whether in written or spoken form.

Our administration policy is based on a fair system which allows equal access to the nursery by allowing parents to pick and choose days regardless, of whether they are regular sessions, inconsistent over the half term or by last minute arrangement.



We ensure that no member of staff discriminates against a child or their families on the basis of their colour, gender, sexual orientation, ethnicity, religion or social background. Equally we ensure that we do not discriminate against a child with disabilities and ensure that they can participate fully in the nursery's activities. If any member of staff is found to act in a discriminatory way, disciplinary action will be taken against them.

The nursery encourages children to develop positive attitudes about themselves as well as people who are different from themselves through:

- making children feel valued and good about themselves
- celebrating a wide range of festivals and celebrations both religious and community based
- creating an environment of mutual respect and tolerance
- positively reflecting the widest possible range of communities in the choices of resources whilst avoiding stereotypes or derogatory images.
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- ensuring that children speaking languages other than English have the same access to activities.

All staff have a right to not experience behavior which ignores or offends anyone on the grounds of race, nationality, gender, sexual preference, ability, social background or age. We shall foster a positive atmosphere of mutual respect and trust among children and staff. We aim to create an environment in which all children, their families and staff feel safe and unthreatened.

This policy will be reviewed annually

This policy was updated May 2024

Signed

(Chairperson)