



EQUALITY POLICY

We are committed to providing equality of opportunity and access for all children and families in our community, and to ensuring that all children are respected and their individuality and potential recognised, valued, and nurtured. We aim to provide an environment where every child, parent, carer, or member of staff knows and feels they are valued and respected and where they are given the opportunities and confidence to progress and develop. Nippertime respects and values positively differences and diversity in race, belief, gender, sexual orientation, age, class, and lifestyle, having regard to the Equality Act 2010.

All children are encouraged to participate in the activities provided in our preschool and receive extra support to enable them to do this where necessary. Equipment, activities, food, and resources in our preschool are chosen to give children a balanced view of the world and the different types of people within it, and to develop a particular appreciation of the rich diversity of our multiracial and multicultural society.

Materials are carefully selected and presented to help all children develop self-respect and to learn to respect others by avoiding stereotypes and derogatory pictures or messages about any individuals or groups of people.

We aim to give a particular welcome to children and families with additional needs, adapting our provisions and resources as necessary, and offering additional support if required to help each child have full access to the full early year's curriculum. We aim to show awareness of major events in the lives of all children and families in our pre-school and in the wider community, and to welcome the diversity of lifestyle and cultures from which they come.

Children are encouraged to enjoy stories, music, food, as well as participate in activities to mark a range of festivals and events. Bilingual and multilingual families are welcomed to Nippertime.

They are valued and their languages recognised and respected. Staff will endeavour to learn key words in each child's home language and will work closely with the parents/carers to enable the transition from home to preschool to be as smooth as possible.

Information, both written and spoken, will be clearly communicated to ensure all families' needs are met.

Nippertime aims to provide an inclusive environment.

Every Child Matters / Equal Opportunities and Race Equality officer is Sam Gibbins.

Discriminatory remarks or behaviour of any kind by staff, volunteers, children, parent/carers, or visitors are totally unacceptable at our preschool and will always be challenged by staff.