



# New Era Nursery

## **Equal Opportunities Policy**

New Era Nursery believes that all people have value and recognise that there are many people in society who have been denied equal opportunities or for whom equal opportunities have not been available.

The Nursery opposes all forms of discrimination; this means that no-one receives more or less favourable treatment on the following grounds: - age; disability; gender reassignment; marriage and civil partnership; race; religion or belief; sex; sexual orientation and any other grounds or conditions or requirement which cannot be shown to be justifiable. (Equality Act 2010)

All individual children's needs will be included, valued and supported by staff working together with parents, professionals and other agencies to ensure reasonable adjustments are made if and when required.

New Era Nursery follows the guidance in the 'Special educational needs and disability code of practice: 0 to 25 years' (January 2015), a copy of which is available. The Nursery has a named SEN co-ordinator.

Inappropriate attitudes and practices within the setting will be challenged and dealt with in accordance with the setting's procedure, depending on the circumstances.

The Nursery will continue to develop this policy and therefore welcomes comments and contributions.

Policy reviewed and updated Sep 2019