

Equal Opportunities Policy

Beighton Bizzy Bee Playgroups Limited works in accordance with all relevant legislation, including Equality Act 2010, Special Educational Needs and Disability Act (SENDA) 2001, and Children's Act 2004/Every Child Matters, The Human Rights Act 1998.

We promote equality of opportunity and anti-discriminatory practice and ensure that each child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability. We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our nursery have an equal chance to do so.

Admissions

The nursery is open to every family in the community.

Employment

The Company will appoint the best person for each job, subject to passing police checks and will treat fairly all applicants for jobs and all those appointed. Commitment to implementing the Company's Equal Opportunities Policy will form part of the job description of all workers.

Resources

Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families of Bizzy Bees, and in our society as a whole and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge all the festivals, which are celebrated by the families involved in Bizzy Bees:

- Without indoctrination in any specific faith, children will be made aware of festivals, which are being celebrated by their own families or others and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the staff are unfamiliar, appropriate advice will be sought.
- Children who celebrate festivals at home with their families, which nursery is unfamiliar with, will be invited to share their festival with the children at nursery, if they wish to do so.
- Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and types of food and clothing they involve, as part of the diversity of life.

The Curriculum

All children will be respected and their individuality and potential recognized, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Special Needs

Bizzy Bees recognizes the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. Medical, cultural and dietary needs will be met. We have a special needs policy and Special Educational Needs coordinator (SENCO) by the name of Taylor Burgin.

We have regard to the 1981 Education Act and the Special Educational Needs Code of Practice (SENCoP) (2015), which gives guidance to nurseries that help to identify, assess and provide for children with S.E.N. It sets out the processes and procedure that we follow to meet the needs of children.

Meetings

Planning for meetings and special events will take into account the needs of people with disabilities and the time, place and conduct of such meetings will ensure that all families have an equal opportunity to be involved in the running of the group.

Discriminatory Behavior/Remarks

These are unacceptable at Bizzy Bees and we aim to help those responsible to understand and overcome their prejudices while being sensitive to the feelings of the victim.