

University of Warwick Nursery

Equal Opportunity Policy

Here at the University of Warwick Nursery we care for children and their families from all over the world. Educational inclusion and equality of care is equal to all children that attend whatever their age, gender, ethnicity, ability, or background and to this end we have developed the following policy.

Caitlin O'Mara is the Nursery's Equal Opportunities and Inclusion Champion. Caitlin is responsible for attending any necessary training and supporting members of staff with their high standards of provision. Caitlin also cascades information from relevant training courses to staff, keeping diversity and inclusion at the heart of our practice.

Equal Opportunities and Inclusion

- We aim to support all children in all areas of learning, attitudes, and values. We provide a safe and supportive environment where all children are valued where racial, disability and gender stereotyping is always challenged
- We will ensure all children are allowed to learn effectively. There will be planned and purposeful opportunities for indoor and outdoor learning. These activities will be organised to meet the needs of all the children.
- We will provide resources that reflect positive images of people from different cultures, backgrounds, and abilities
- We will use language and resources that will be understandable and accessible to all children whilst giving extra support to children who have English as an additional language and children with SEND.
- We will work closely with families in a professional and respectful manner, taking into consideration their varied life experiences
- Staff will be good role models and will set examples whereby children can learn to value and respect one another
- All children will be allowed to develop at their own pace and will be provided with challenging and exciting learning experiences.
- We will promote good behaviour and work to eliminate any forms of oppressive behaviour
- We endeavour to ensure the safety of everyone on our premises and regularly complete necessary health and safety risk assessments
- We will always take accord of the University's Dignity at work policy and investigate any suspected cases of bullying, anti-social behaviour and harassment. We will challenge any incidences of discrimination, inappropriate attitudes, and practices
- Staff will attend any relevant training and we will review policy and procedures in our team meetings

Admission Arrangements and Transitions

- At our nursery we welcome all children and endeavour to provide for all individual needs through interventions and appropriate support
- We will liaise with other professionals and support services to help us plan how to meet a child's specific needs
- Generally, children move through the nursery during the summer vacation period. In the weeks before the planned move, children are taken in small groups to play in their new room with their key person. This is conducted in the same way as initial settling in periods, so they become accustomed to the room and to the staff before the move is finalised
- All key workers will liaise with the new key person to ensure all relevant information is handed over. Parents and any other relevant professionals are introduced to the new key person so information can be exchanged. Children with SEND will have all their additional plans discussed with their new key person and moved into their new room with them