

Puddle Ducks
Equal Opportunities
Race Equality Policy

Introduction

General Statement of Policy

The nursery is committed to working towards race equality, promoting a positive approach to difference and fostering respect for people of all cultural backgrounds. The nursery is opposed to all forms of racial prejudice and discrimination to any ethnic or racial group, will be challenged. The nursery recognizes that Wales and the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all children are adequately prepared to live in such a diverse society.

Responsibilities

Nursery Manager

- The nursery manager has overall responsibility for implementing appropriate course of action to enable the nursery to adhere to it's Race Equality Policy.
- The nursery manager ensures that staff receive training and are informed of the implications of policy, including the relevant legislation.

It is recognised that all staff have a responsibility to promote tolerance and harmony within the nursery. However, to ensure appropriate focus and a strategic approach a named person will be identified.

**Named person for Racist Incidents and Equalities:
Louise Morgan**

The named person ensures that all reported Racist incidents and equalities are recorded and regularly reviewed.

Staff

- All staff are required to wear the same uniform as we all work together in one team.
- All staff are responsible for keeping up-to-date with Race Relations Legislation and Equality matters.
- Staff know how to deal with Racist incidents in the nursery, how to promote diversity and how to identify and challenge bias and stereotyping.
- Staff encourage positive working relationships between children and ensure that children of all racial and ethnic groups are included in all activities and have equal access to the curriculum.
- Staff never discriminate or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment to particular groups, parent's or other staff.
- All staff have a responsibility to read, understand and comply with this policy.