

# EQUAL OPPORTUNITIES POLICY



## Our Mission

**At Curious Explorers Ltd** we actively promote equal opportunities in our employment practices, in our work practices and in the provision of all our services. We open our nursery to all members of the community, basing our admission policy through a fair system.

We believe that people are of equal worth whatever their race, culture, ability, gender, social class or religion, and although of equal worth, we respect and value the differences and strive to prevent discrimination.

Through our resources (music, dressing-up, books, puzzles, food, art equipment, toys etc.), language and role modeling, we demonstrate positive images of men, women, girls and boys, in a variety of non-stereotyped situations.

We ask all parents and carers to acknowledge and accept that this is the nursery's approach to encourage as much diversity through experience, planning activities, experiences, celebrating festivals etc. We welcome practical input from all parents and carers especially with regards to individual beliefs, cultures, and professions, as these broaden the knowledge of all involved which in turn benefits the children. We work in partnerships with parents to ensure that medical, cultural, and dietary needs of all children are met.

We encourage children to use their home language at nursery. We also welcome parents' input by translating words and labels into their home language so that staff can speak to them with the children during their day.

Our employment practices ensure that posts are advertised, giving applicants fair chances based upon specific criteria. The applicant who best meets these criteria using a selection matrix is offered the position subject to safer recruitment protocol including the clearance of DBS, references, and health checks. This ensures a fair selection process. OFSTED requires staff to have a good understanding and use of English.

Staff members at Curious Explorers Ltd are supported in their professional development by continuously offering them training courses to refresh and update their knowledge.

At Curious Explorers we do not stand for any form of discrimination, and it is our intention to raise awareness of the need to challenge discrimination.