



Nursery Plus Pen-y-Bryn & Pre Nursery Pen-y-Bryn

Equal Opportunities Policy

As members of Early Years Wales (formally known as Wales PPA), we are fully committed to the active promotion of equality of opportunity for all children and families in the group.

The Equal Opportunity Policy will be reviewed on an annual basis.

Equal Opportunities does not mean treating everyone the same.

This policy is intended to provide and maintain equality of opportunity for all children and parents/carers within Pre Nursery Ysgol Pen-y-Bryn and Nursery Plus Pen-y-Bryn and will reflect the needs of members and future members of the Nursery by:

Admissions

Pre Nursery Pen-y-Bryn will be open to all children aged between 2 and 3 years of age.
Nursery Plus Pen-y-Bryn will be open to every family in Ysgol Pen y Bryn Nursery.

The individual needs of each child and family wishing to attend Pre Nursery or Nursery Plus will be considered; a first come, first served basis will not be adhered to rigidly. Children need not attend every session. We will be flexible in providing sessions to suit the majority of parents/carers and children. The child's first language should be used as far as possible, and the use of other languages will be encouraged, as appropriate.

Children in Pre Nursery and Nursery Plus

The Nursery will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The needs of children in the community will be provided for. Children with special needs will have equal access to Pre Nursery and Nursery Plus wherever possible.

The children will be given the opportunity to understand and thereby respect cultures, languages and religions other than their own. All children need the opportunity to see they are part of a multi-racial society.

The children will be offered activities to give them the opportunity to explore, acknowledge and value similarities and differences between themselves and others. Children with special needs will be included in the settings. Any discriminatory remarks or behaviour will be challenged and children will be encouraged to understand the effect of any such remarks or behaviour.

Parents' Role in Pre Nursery and Nursery Plus

We will encourage the involvement of parents/carers by making them welcome and by respecting the differences in families, their language and culture and by encouraging them to contribute in whatever way they can.

All parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination, and any discriminatory remarks will be challenged.

Resources

Books, posters and all resources will be checked regularly to ensure that they positively and accurately reflect a multi-racial society.

All children will have equal access to all activities.

Employment

Pre Nursery and Nursery Plus will appoint the best person for the job. Commitment to implementing our Equal Opportunities Policy will form part of the job description for all workers.

Advertisements will be in the language/s appropriate to the community, when possible. Advertisements will be placed externally in the local paper and Job Centre, and internally on the notice board.

The existence of an Equal Opportunity Policy will be highlighted. It will be ensured, at interview, that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as individuals.

Only questions relevant to the job will be asked. Each candidate will be asked, broadly, the same questions. A welcome and professional approach to interviews will be ensured.

All applicants will have copies of any relevant information.

Each candidate will be treated as an individual in compliance with current employment legislation.

This policy has been reviewed and approved by the Governing Body

Signed: _____

Date: January 2026

Review date: January 2027