

Policy statement

Little paws nursery is a fully inclusive nursery offering employment and childcare for people from various backgrounds.

When recruiting staff, trainees and volunteers we will not be influenced by their race, religion, sex, disability, skin colour, marital status or age . Appointing a new member of staff will be held solely on their ability and skills shown within their application form, interview and through practical observations if used.

No child will be refused access to the nursery because of their or their families race, religion, sex, disability, skin colour or marital status. All reasonable steps will be done to be able to include children with specific needs and disabilities, working with the parents / carers to ensure we will have all the relevant information to make these changes if needed. When we feel we may not be the right early years setting for a child with specific needs we will endeavour to work with the family to find appropriate alternative childcare, contacting relevant outside agencies and settings as needed.

All owners and staff of Little Paws Nursery work with our policies and procedures which include equality and diversity, special educational needs / disability policy and staffing and recruitment policies. All of which can be found within our policies and procedures folder.

The management team will challenge any behaviour from staff and parents of the setting who show signs of discrimination towards staff, children or their families.

Signed.....manager / owner

Date September 2015

Review date September 2016



