

Equality and Diversity Policy

Date: October 2021

Review Date: October 2022

We will ensure that our setting is fully inclusive in meeting the needs of all children, Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and their families.

Aim

We aim to:

- Provide an effective inclusive practice for all our children to have access to opportunities and support during the earliest and most influential years of their learning and growing. This helps to enable the children to be confident in who they are and what they aspire to be in the future.
- Provide a positive safe environment where parents, staff and children can learn about each other's differences and similarities and learn to empathise with each other.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity .
- Make sure that our children learn from an early age to value diversity in others.

The legal framework for this policy is:

- The Equality Act 2010
- EYF 2021
- Childrens and Families Act 2014
- Send Code of Practice 2015

In order to meet our legal duties, promote equality and inclusion in our setting and value diversity we follow these procedures:

Admissions

- Our setting is open to all members of the community
- We promote our nursery widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We can provide information in clear, concise language, whether in spoken or written form.
- We can provide information in languages that suit the needs of our families
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equality and diversity policy and all other relevant policies.
- We do not discriminate against any children or families.
- We develop an action plan to ensure that all individuals can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents.
- Consideration needs to be given to any reasonable adjustments required to include any child who may have a disability or special educational needs.

Employment

- Posts are advertised and all applicants are judged against criteria required.
- Applicants are welcome from all backgrounds and cultures. Posts are open to all, subject to appropriate experience and qualifications.
- We may use exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring service.
- All job descriptions include a commitment to valuing equality, inclusion and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Curriculum and environment

The curriculum offered in the setting encourages children to develop positive attitudes about themselves and others. It encourages children to empathise with others and to begin to develop the skills of critical thinking, we do this in setting inputting the EYF 2021 guidelines whereby our activities and educational programmes are to the needs of our children and families at Newton Westpark nursery.

The environment is accessible for all visitors and service users. Reasonable adjustments have been made to accommodate the needs of disabled children and adults.

We do this by:

- Making children feel valued and good about themselves
- Treating children as individuals and respecting their religions and cultures.
- Offering all activities and toys to all children regardless of gender and developmental needs.
- Encouraging positive role models, displayed through toys, imaginary play, books and posters that promote non-stereotyped images.
- Celebrating a wide range of festivals and celebrations, different cultures, religions and abilities
- Creating an environment of mutual respect and tolerance
- Differentiating the curriculum to meet children's special educational needs
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages
- Valuing diversity in families
- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion

Healthy eating/ respecting different food preferences/cultures/dietary requirements

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Monitoring and reviewing

- To ensure our policy and procedures remain effective we follow the Early Years Foundation Stage (EYFS) 2021 statutory guidance and review our policies annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure.

Management signature:

Date: