

Mrs Bonds Village Nursery

Equality, Diversity and Inclusion Policy

Statement of intent

Our nursery is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

Aims

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity; and
- Make inclusion a thread which runs through all of the activities of the nursery.
- We are aware that the protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- We do not discriminate against a child, their family, visitors or staff on the basis of age, sex and sexual orientation, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, colour, ethnicity, or social background, such as being a member of a travelling community or an asylum seeker.

The legal framework for this policy is:

- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Human rights Act 1998;
- Equality Act 2010;
- Children Act 1989;
- Special Educational Needs and Disability Act 2001.

Methods

We have a named person who coordinates and monitors our Equality, Diversity and Inclusion policy. That is Rachel Parker. She is part of the Local Authority EDI Champions core group.

Admissions

Our nursery is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as possible.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our nursery because of any disability.
- We will always make adjustments for children and families to ensure they can access our setting and our curriculum in a way that is appropriate for them.
- We do not discriminate against a child or their family, or prevent entry to the nursery, on the basis of age, sex and sexual orientation, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, colour, ethnicity, or social background, such as being a member of a travelling community or an asylum seeker.
- We ensure that all parents are made aware of this policy
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the nursery and in the curriculum offered.
- We take action against any discriminatory behaviour by staff, parents or any visitor. Any displays of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with accordingly.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Curriculum

The curriculum offered in the nursery encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathize with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;

- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Celebrating a wide range of festivals;
- Creating an environment of mutual respect and tolerance;
- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop skills and abilities;
- Helping children to understand that discriminatory behaviour and remarks are unacceptable;
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities; and
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the pre-school.
- We encourage parents/carers to take part in the life of the pre-school and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.
- We offer a flexible payment system for families of differing means.
- We work in partnership with families to ensure we can include their languages and cultures within the setting and the curriculum. We ask parents to provide key words in languages other than English.

Food

- 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, cultural approaches to mealtimes and eating and to respect the differences among them.

This policy was reviewed by Mrs Bonds village nursery on 2/10/23