

# 3.1 Equality, Diversity & Anti-Discrimination Policy

## Statement of intent

Our Nursery is committed to providing equality of opportunity and anti-discriminatory practice for children and families.

"Inclusion is a process of identifying, understanding and breaking down the barriers to participation and belonging." (National Children's Forum)

## Our aim

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 gender roles, different ethnic and cultural groups and people with disabilities;
- ☐ improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- ☐ challenge and eliminate discriminatory actions;
- ☐ make inclusion a thread that runs through all of the activities of the setting; and
- ☐ foster good relations between all communities.

## Legal framework

- ☐ The Equality Act 2010
- ☐ Children Act 1989, 2004
- ☐ Special Educational Needs and Disability Act 2001

The named ENCO works with the support of The Early Years and Childcare Officer for Ethnic Minorities (Andree Race).

The named ENCO will oversee and evaluate the practice of the pre-school on a termly basis unless a review is required before. Time will be allocated at the pre-school staff meeting.

All staff will support the named ENCO by discussing equality issues at monthly staff meetings and informing the ENCO of any concerns.

All staff will work daily to uphold the policy through their dealings with children, parents, carers and each other.

## **Procedures**

### **Admissions**

- ☐ Our setting is open to all members of the community.
- ☐ We advertise our service widely.
- ☐ We reflect the diversity 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, where appropriate.
- ☐ We base our admissions policy on a fair system.
- ☐ We ensure that all parents are made aware of our equal opportunities policy.
- ☐ We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act 2010. These are:
  - disability;
  - race;
  - gender reassignment;
  - religion or belief;
  - sex;
  - sexual orientation;
  - age;
  - pregnancy and maternity; and

- marriage and civil partnership.
- ☐ We do not discriminate against a child with a disability or refuse a child entry to our setting for reason relating to disability.
- ☐ We take action against any discriminatory behaviour by staff or parents whether by. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

#### Employment

- ☐ Posts are advertised and all applicants are judged against explicit and fair criteria.
- ☐ Applicants are welcome from all backgrounds and posts are open to all.
- ☐ We may use the 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. This ensures fairness in the selection process.
- ☐ All job descriptions include a commitment to promoting equality and recognising and respecting 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 anti-discriminatory and inclusive practices, which enable all children to flourish.
- ☐ We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- ☐ We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

## Curriculum

The curriculum offered in the pre-school encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors and service users. If access to the settings is found to treat disabled children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults. We do this by:

- ☐ making children feel valued and good about themselves and others;
- ☐ ensuring that children have equality of access to learning;
- ☐ assessing if the setting is accessible to all children;
- ☐ making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
- ☐ reflecting the widest possible range of communities in the choice of resources;
- ☐ avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- ☐ celebrating a wide range of festivals;
- ☐ 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 the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- ☐ ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- ☐ ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.
- ☐

#### Valuing diversity in families (see also Partnership with Parents Policy)

- ☐ We welcome the diversity of family lifestyles and work with all families.
- ☐ We encourage children to contribute stories of their everyday life to the nursery.
- ☐ 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.
- ☐ We offer a flexible payment system for families of differing means.
- ☐ We take positive action to encourage disadvantaged and under-represented groups to use the setting.

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

#### Meetings

- ☐ Information about meetings is communicated in a variety of ways - written, verbal and in translation, if appropriate - to ensure that all parents/carers have information about and access to the meetings.

#### Monitoring and reviewing

- ☐ To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.
- ☐ We provide a complaints procedure and a complaints summary record for parents to see.

