

Equality and Diversity Policy



Statement of Intent

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

Aim

We aim to:

1. Provide a secure environment in which all our children can flourish and in which all contributions are valued
2. Provide positive non-stereo typing information about different ethnic groups and people with disabilities
3. Improve our knowledge and understanding of issues of equality and diversity
4. Make inclusion a thread which run through all of our activities.

The legal framework for our policy is:

1. The Equality Act 2006
2. Disability /Discrimination act 1995, 2005
3. Race Relations Act 1976
4. Race Relations Amendment Act 2000
5. Sex Discrimination Act 1976, 1986
6. Children's Act 1989, 2004
7. Special Educational Needs and Disabilities Act 2001

Methods

Admissions

1. Our Nursery is open to all members of the community.
2. We advertise our services widely
3. We provide information in clear, concise language, whether in spoken or written form
4. We base our admissions on a first come, first serve basis.
5. We do not discriminate against a child with a disability or refuse a child entry to our Nursery because of a disability.
6. We would develop an action plan to ensure that people with a disability can participate successfully in the services offered by the Nursery and in the curriculum offered.

Employment

1. Posts are advertised and all applicants are judged against explicit and fair criteria.
2. The applicant who best meets the criteria will be offered the post, subject to references and checks by the Criminal Records Bureau.

3. We seek out training opportunities for staff to enable them to develop practices which enable all children to flourish

Curriculum

1. All children will be respected and their individuality and potential recognised, valued and nurtured.
2. Activities and play equipment offer children opportunities to develop in an environment which is free from prejudice and discrimination.

We do this by:

1. Making children feel valued and good about themselves
2. Ensuring that children have equality of access to learning.
3. Avoiding stereotypes of derogatory images in the selection of materials
4. Inappropriate attitudes and practices will be challenged and discussed by staff through one to one discussions with children where appropriate
5. Celebrating a wide range of festivals
6. Creating an environment of mutual respect and tolerance
7. Helping children understand that discriminatory behaviour and remarks are unacceptable
8. Ensuring that the curriculum is inclusive of children with special educational needs and children with disabilities
9. Ensuring that those children whose first language is not English have full access to the curriculum and are supported in their learning

Valuing diversity in Families

1. We recognise that many different types of family successfully love and care for children.
2. We encourage children to contribute stories of their everyday life into the Nursery
3. We encourage parents/ carers to take part in the Nursery and contribute fully
4. Bi-lingual/ multi lingual children/ adults are an asset. We value the contribution their culture and language offer
5. We offer a flexible payment system for families with different means.

Food

1. Medical, cultural and dietary needs of our children will be met.
2. We help children to learn about a range of food, cultural approaches to mealtimes and eating to in order to respect the differences among them

Information

1. Information about events, parents meetings, Open Days etc are communicated in a variety of ways, including written and verbal to ensure all are included.

If it is felt that there has in any way been a breach of our policy, parents should immediately follow the complaints procedure shown in this booklet, as with all complaints will be treated with the upmost concern.

If there should be a breach within the teaching staff of the Nursery towards any parents or children, the incident would be discussed between Manager and Committee members, if considered serious this could result in a formal written warning to remain on record for two years.

This policy was adopted at a meeting of The Robin Nursery Committee

Held on

Date to be reviewed

Signed on behalf of the Nursery

Name of signatory (Chairperson)