



Equality and Diversity Policy

As a member of the Pre-School Learning Alliance, Little Saints Nursery works in accordance with all relevant legislation, including:

- Ⓢ Special Educational Needs & Disability Act 2001
- Ⓢ Race Relations Act 1976 (It is unlawful to discriminate on racial grounds or indirectly discriminate)
- Ⓢ Race Relations Amendment Act 2000
- Ⓢ Sex Discrimination Act 1975
- Ⓢ Children Act 1989 & 2004
- Ⓢ Equal Pay Act 1970
- Ⓢ Equality Act 2010
- Ⓢ British Values 2015

We believe that the nursery's activities should be open to all children and families and to all adults committed to their welfare. We aim to ensure that all who wish to work in or volunteer to help with our nursery have an equal chance to do so. The nursery will make inclusion an integral part of the setting.

Admissions

- Ⓢ Our nursery is open to every family in the community. We operate a waiting list which can be found in the Admissions Policy.
- Ⓢ Families joining the nursery are made aware of its equal opportunities policy. Parents are required to share any information with the Nursery Manager which could affect the health and safety of their child or others, prior to admission.
- Ⓢ We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- Ⓢ Little Saints does not discriminate against a child with a disability or refuse a child entry to the setting because of the disability; the specific disability may prevent a child from accessing the whole building.
- Ⓢ We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered. The nursery will also signpost other facilities offered by the local Authority.
- Ⓢ Little Saints will take action against any discriminatory behaviour by staff or parents. Displaying 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 in the appropriate manner.
- Ⓢ All children are welcomed and we aim to respond appropriately to each child's background and individual needs. We ask parents to discuss with us if a child is disabled or has special needs to enable us to explore with the parents and other outside professionals how we can provide most effectively for that child. Parents

are welcome to visit and we will endeavour to arrange meetings at times that are convenient to all those concerned.

Employment

- Ⓢ The nursery will seek to implement equal opportunities in the recruitment, support and development of all staff.
- Ⓢ The nursery will ensure that our recruitment procedures are fair and equal and will not discriminate on grounds of race, language, gender, disability, social background, age or sexual orientation.
- Ⓢ The applicant who best meets the criteria will be offered the post, subject to references and checks by the Disclosure & Disbarring Service. This ensures fairness in the selection process.
- Ⓢ All job descriptions will include a commitment to promoting equality and recognising diversity as part of their specifications.

Training

- Ⓢ The nursery will seek out training for staff and volunteers to enable them to develop anti – discriminatory and inclusive practices, which enable all children to flourish.
- Ⓢ The nursery will ensure that staff are fully trained in the administration of medicines where required.
- Ⓢ The nursery will review the practices to ensure that it is fully implementing the policy for equality, diversity and inclusion and British Values.

Valuing Diversity in Families

- Ⓢ Little Saints welcomes the diversity of family life styles and structures.
- Ⓢ We encourage children to contribute stories of their everyday life to our setting.
- Ⓢ Little Saints encourages parents/carers to take part in the life of the setting and contribute fully.
- Ⓢ For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- Ⓢ The nursery offers a flexible payment system for families of differing means and can offer advice regarding financial support.

Curriculum

- Ⓢ The curriculum offered in the setting 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 learning as supported by British Values.
- Ⓢ We will ensure that all our nursery children have an awareness of all the major events and festivals in their lives and in our society as a whole.
- Ⓢ Children will be made aware of the festivals which are being celebrated by their own families and where appropriate will be introduced to the stories behind the festivals.

- Ⓢ All children are respected and their individuality and potential recognised, valued and nurtured.
- Ⓢ We respect each child's unique gender identity and do not differentiate between boys and girls (for example, there are no separate toys for girls and boys; just toys).
- Ⓢ Appropriate opportunities will be given to all children to explore, acknowledge and value similarities and differences between themselves and others.
- Ⓢ Little Saints recognises the different styles of learning show between each child and we actively encourage their own unique development.
- Ⓢ We celebrate a wide range of festivals and embrace cultural differences encouraging children to understand that discriminatory behaviour and remarks are hurtful and not acceptable.
- Ⓢ The curriculum is offered to all children including those with special educational needs or disabilities.
- Ⓢ Children learning English as an additional language will have full access to the curriculum and will be supported in their learning, and in the maintenance and development of their home language.

Resources

- Ⓢ These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of multi-racial society. Materials will be selected to help children to develop self-respect and to respect other people by avoiding stereotypes and derogatory pictures and messages about any group of people. Toys and equipment will be easily accessed by all children and of a continuous nature.

Special Needs

- Ⓢ The nursery recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. Where a child is identified as having a special need or disability, parent and child will be supported and helped to achieve a mutually agreed plan for the child (see Special Needs Policy). Planning for nursery meetings and events will take into account the requirements of people with special needs or disabilities.

7. Discriminatory Behaviour/Remarks

- Ⓢ These are unacceptable in the nursery with regard to any person. A record of any incidents will be kept and appropriate action taken. Please refer to our Anti - Discrimination Policy

8. Language

- Ⓢ Information will be clearly communicated in as many languages as necessary. Bilingual/multilingual children are an asset. They will be valued and their language recognised and respected in the nursery. In the case of lack of knowledge of parent's natural language the nursery will contact the Community Language Unit and ask for their assistance. Parents will be encouraged to take a

greater role in preparing their child for nursery and have input into the induction process.

Food

- Ⓢ Medical, cultural and dietary needs will be met in consultation with the parents.
- Ⓢ The nursery will 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 will be communicated in a variety of ways (written, verbal or translated where necessary) to ensure that all parents have information about and access to the meetings.

Links with other settings

- Ⓢ We are committed to working with other nursery's and childminders that our children attend.

Complaints

- Ⓢ Complaints about our equality and diversity policy are dealt with in the same way as any other complaint- see our complaints procedure.

Parents

- Ⓢ We value the importance of developing positive relationships with all parents and see them as partners in the education, learning and play of all our children.
- Ⓢ Parents will be kept informed regularly of their child's progress and encouraged to come in and discuss any concerns they may have. We aim to keep parents up to date through newsletters, emails and our notice board etc.

Monitoring, Evaluating Inclusive Practice

- Ⓢ We will reflect how the nursery promotes equality of opportunity for all the children in our care, through training, Govt legislation, SEF, etc, including the support given for children with special educational needs or disabilities.

Safer Recruitment is managed by Nursery Manager, Karen Midgley and Head of Committee, Andy Holme.

This policy was adopted on: ____/____/____

Signed on behalf of the Committee: _____

Position: _____