



Reviewed 05/03/2021

Equality and Inclusion Policy

At The Old School Nursery we are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, disability, sexual orientation, ethnic or national origin or political belief, has no place within this nursery.

As a Nursery we work in accordance with all relevant legislation including

- Equality Act 2010
- Race Relations (Amendment) Act 2000
- Sex Discrimination Act 1986
- Children Act 2004
- Childcare Act 2006
- Care Standards Act 2002
- Special Educational Needs and Disability Act 2001
- Employment Equality (Age) Regulations 2006
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Act 2002

(See full description of Acts listed)

Our nursery will ensure that everyone has equality of access to all aspects of learning and is equally included, valued and respected to achieve a true sense of belonging for all. We will ensure that all the Nursery activities should be open to all children and families. All adults in the nursery are committed to their education and care. Our Equality Named Co-ordinator (ENCO) is Mrs Natalie Adamson if an individual has any concerns that our policy is not being upheld it is their duty to report their concerns to the setting ENCO and Nursery Manager.

Admissions

Our nursery welcomes all families from the community, and we will strive to ensure all services are accessible and relevant to everyone. We provide a childcare place where possible for children who are designated disabled or disadvantaged according to individual circumstances and the nursery's ability to provide the necessary standard of care. We provide a secure environment in which all our children can flourish and contributions are valued.

Families

We encourage all our families to become involved in our nursery; to share information and to have a strong partnership, which strengthens their child's learning experience and understanding of equality and diversity during their early years.

We will always do our utmost to provide relevant and up-to-date information and value contributions made by families. We will make inclusion a thread that runs through the nursery and the activities, role models, toys and play that we use to promote non-stereotypical images.

Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families in the nursery, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge a variety of festivals that are celebrated.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the Nursery are not themselves familiar, appropriate advice will be sought from parents/carers and other people who are familiar with that festival.
- Children and families who celebrate at home festivals with which the rest of the Nursery is not familiar will be invited to share their festival with the rest of the group if they themselves wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Our setting learns through play and following the in the moment interests of children, extending and provoking new thoughts and learning. Management of resources within our setting will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them. Appropriate opportunities within the learning environment will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi racial society. Materials will be selected to help children to develop self-respect and to respect other people by avoiding stereotypes and by using images and words that reflect positively.

Special Needs

The Old School Nursery recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise. When planning we will be taking into account the needs of children with special needs and disabilities. See also SEND policy

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents/carers or any other staff is unacceptable in The Old School Nursery. We will ensure that any undesirable behaviour that is considered directly or indirectly discriminatory will be actively challenged, monitored and removed. Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

Language

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in The Old School Nursery. We will ensure that all provision accommodates the needs of individuals to be able to communicate effectively.

Food

Working in partnership with the parents/carers, children's medical cultural, and dietary needs will be met.

Employment

We will ensure that recruitment and selection procedures are carried out with full regard to equality, ensuring employment and progression within are determined only by application of objective criteria and personal merit. We aim to make sure that all who wish to work in, or volunteer to help with being part of our Nursery have an equal chance to do so. We will ensure that all staff training needs are identified and given.

Positive Action

We will ensure that inclusion underpins all aspects of provision, this will be a normal part of practice and not something we do occasionally. Monitoring of inclusive practice, resources and behaviour will be ongoing to identify and address any concerns that arise.

Promoting British Values

As part of our duty to promote British values, staff will endeavour to encourage the following values which are implicitly embedded in the 2014 Early Years Foundation Stage.

Democracy - Making decisions together

Encourage children to know their views count, value each other's views and values and talk about their feelings, for example when they do or do not need help.

Support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration.

Rule of Law - Understanding rules matter

Ensure that children understand their own and others' behaviour and its consequences, and learn to distinguish right from wrong.

Collaborate with children to create the rules and the codes of behaviour and ensure that all children understand rules apply to everyone.

Individual Liberty - Freedom for all

Provide opportunities for children to develop their self-knowledge and self-esteem and increase their confidence in their own abilities for example risk taking.

Encourage a range of experiences that allow children to elicit the language of feelings and responsibility, reflect on differences and understand we are free to have different opinions.

Mutual Respect and Tolerance – Treat others as you want to be treated

Create an ethos of inclusivity and tolerance.

Encourage and explain the importance of tolerant behaviours.

Promote diverse attitudes and challenge stereotypes.

Promote a tolerance and appreciation of children's own and others cultures.