

# Equality, Inclusion and Valuing Diversity Policy

Serendipity Day Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families in accordance with the Race Relations (Amendment) Act (2000). We aim to provide a fully inclusive and positive and loving learning environment free from prejudice, discrimination and fear in which all children and their families feel accepted, respected and valued.

## Aims:

We aim to:

- Recognise that all children are different and aim to identify how best to support each child and family.
- Value the contributions that all children and their families can bring.
- Actively promote anti-discriminatory practice to build an inclusive environment where every child can fulfil their potential.
- Continually reflect on our practice and increase our knowledge around equalities issues.
- Provide an inclusive environment recognising that as individuals, children and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of outside agencies.
- Adhere to relevant legislation to ensure equality in the service we provide (see relevant legislation section).

## Employment:

- Serendipity Day Nursery strives to find the best candidate for every job vacancy regardless of race, religion, home language, family background, gender or disability and/or learning difficulty.
- Positions are advertised widely in the local community.
- All applications are assessed in the same criteria.
- Each position is offered to the applicant who best meets the criteria for the post.
- As our work with children requires staff to undertake a Criminal Records Check (DBS), we would encourage all applicants called for interview to provide details of their criminal record at any early stage in the application process. Having a criminal record will not necessarily bar someone from working with us, this will depend on the nature of the offence and when it occurred. We will take guidance from the Rehabilitation of Offenders Act 1974 and from Ofsted when making employment decisions. We undertake to discuss any matter revealed in a Disclosure with the applicant seeking the position before withdrawing a conditional offer of employment.
- We follow current guidelines in relation to GDPR when handling and storing all confidential information.

## Staff:

- Serendipity Day Nursery is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age or physical/mental disability.
- All staff members have knowledge of our Equality, Inclusion and Valuing Diversity Policy and share the responsibility of ensuring that we provide a fully inclusive service for children and their parents/carers and families. They recognise the importance of their role in promoting equality and challenging discrimination.
- We seek out on-going training/professional development opportunities for staff to enable them to keep up-to-date with new developments, current research and appropriate practice. This information is stored in our Continuing Professional Development (CPD) file situated within the nursery.

## Admissions:

- Our nursery is open to all members of the community.
- We advertise our services widely and aim for the families that use our setting to reflect the cultural diversity of our community.
- We base our admissions policy on a fair system: we never discriminate against a child or their family, or prevent entry to our setting on the basis of race, religion, home language, family background, gender or disability and/or learning difficulty.
- We gather full and accurate information about all children before they start at nursery to ensure that we can meet their needs to the best of our ability. This is done by the means of our Childcare Agreement Form and liaisons between parents/carers and staff during the child's settling-in sessions.

## **Environment and Resources:**

- We aim to provide a secure environment in which all children can flourish and in which all contributions are valued.
- We provide resources that give a balanced view of the world and an appreciation of the rich diversity of our society.
- We encourage children through play equipment and activities that explore, acknowledge and value similarities and differences between themselves and others.
- Our physical resources take into account children's size, height and physical needs, e.g. child size tables and chairs and sinks at their levels.
- We work with professionals from outside agencies to provide a multi-agency network of support for children and their families to ensure that the best care and learning opportunities are available for individual children.

## **The Early Years Foundation Stage Framework:**

- We ensure that all children have the opportunity to experience a challenging and enjoyable programme of learning and development.
- We respect each child's personal learning journey and encourage each child to recognise their own unique qualities and characteristics.
- We provide activities and experiences for the children which celebrate diversity.
- Our observation, assessment and planning process allows for the key person to plan for each child's individual needs.
- We work within the EYFS Framework to provide activities and experiences for each child which are appropriate to their age, stage of development and level of understanding.
- We differentiate activities and experiences to suit children's individual needs to ensure that all children can participate in them, including children with Special educational Needs.
- We plan opportunities that build on and extend all children's knowledge, experiences, interests and skills and develop their self-esteem and confidence in their ability to learn.

## **Inclusive Practice:**

- All staff members share the responsibility of ensuring that we provide a fully inclusive service for children and their parents/carers and families.
- When starting at nursery, all children are appointed a key worker who will liaise with parents/carers and families to identify children's individual needs and requirements to ensure that we are providing a fully inclusive service for each and every child.
- We will identify and provide additional resources and support for individual children where needed.
- Safety in nursery - we aim to be fully aware of special arrangements that may be necessary to ensure that children with disabilities or learning difficulties are fully included in all activities planned for children.
- Outings - staff will make arrangements to include all children on outings, taking into account individual/special needs.

## **Working with Parents and Carers:**

- We aim to include and value the contribution of all families to our understanding of equality and diversity.
- We ensure that our parents/carers have access to our Equality, Inclusion and Valuing Diversity Policy as it updated via e-mail or hard copy and by making sure that the Policies and Procedures folder is available at all times.
- We value the contribution that parents can make to the setting and aim to make all parents feel welcome to have their input into the daily life of the nursery.
- We provide newsletters, parent's evenings, questionnaires and other media to encourage links between home and nursery and to keep parents/carers informed.

## **Food:**

- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met.
- We 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.

**Discriminatory remarks or behaviour:**

- We take all incidents of discrimination very seriously and aim to challenge overt prejudice and discrimination when it occurs in a way that is sensitive and constructive.
- As a staff team we aim to recognise and examine our own beliefs and prejudices in relation to our own practice.
- We would fully support any child, member of staff or parent/carer who encountered discrimination or harassment in a sensitive and constructive matter.

**Action to be taken in case of discrimination:**

- Any concerns of discrimination should be reported to the manager in the first instance.
- Management will consider whether discrimination has occurred and agree on appropriate actions and response. The response will be made in writing to the person raising the concerns. Actions will be implemented and monitored as appropriate. A report will be produced detailing the incident and any actions or outcome and where appropriate, other agencies will be informed.

**Relevant Legislation:**

- Race Relations Act 1976 and Race Relations (Amendment) Act 2000
- The Children Act 1989 (Amended 2004)
- Children and Families Act 2014
- Equality Act 2010 ( Previously The Disability Discrimination Act 1995 (and Amendment Regulations 2003)
- The Sex Discrimination Act (SDA) 1975 (Amended 1984)
- The Employment Equality (Sexual Orientation) Regulations 2004/2007
- The Employment Equality (Religion or Belief) Regulations 2004
- The Employment Equality (Age) Regulations 2004
- Special Educational Needs and Disability Act 2001 (Regulations 2014)
- Education Act 1996

**Monitoring and Reviewing the Policy:**

- The effectiveness of this Policy is monitored by the Management of the setting.
- This Policy will be reviewed annually or as required.
- Views of the whole staff team and parents/carers are taken into consideration when reviewing the Policy.

Written by: Emma Bray on 23/07/2015

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