



## Valuing diversity and promoting equality

### Policy statement

We will ensure that our service is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their individual, social, economic, ethnic, cultural or religious backgrounds and situations.

We understand that some of these factors can affect the well-being of children and can impact on their learning and behaviour. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

### Our intention

We intend to:

- Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse family structures, diverse socio-economic, ethnic and cultural groups and disabled people.
- Make all of the activities, games and information inclusive to all children.
- Form positive relationships within the community and provide the children knowledge of the community.

### Procedures

All staff must have knowledge of The Equality Act 2010 and The Children and Family Act 2014. The staff should also be aware of the different types of discrimination and understand who they need to be reporting it to if they have witnessed this behaviour. The first point of contact would be **Tiff** as she is our designated **Equal Opportunities Officer**, if the issue needed to be taken higher then the **Manager Becky** would be informed of the incident.

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 take action against any discriminatory behaviour by our staff, volunteers or parents whether by:

- **Direct discrimination** – someone is treated less favourably because of a protected characteristic e.g. preventing families of some racial groups from using the service;
- **Indirect discrimination** - someone is affected unfavourably by a general policy e.g. children must only speak English in the setting;

- **Association** – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
- **Perception** – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation because of their mannerisms or how they speak.

If staff are seen using unacceptable behaviour they will be invited to read and to act in accordance with the relevant policy statement and procedure. Failure to comply may lead to the adult being excluded from the premises.

## **Employment**

When we advertise for applicants they are judged against explicit and fair criteria. We welcome applicants from all backgrounds and don't discriminate against anyone. 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 suitability checks. This ensures fairness in the selection process. All our 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.

We seek out training opportunities for our staff and volunteers to enable them to develop anti-discriminatory and inclusive practice. We ensure that our 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 Valuing Diversity and Promoting Equality.

## **Curriculum**

All staff will be responsible for ensuring equality, or addressing inequalities in their area, including resources and uptake of opportunity. This will be through observations, planning, and data analysis. The ethos of the nursery is reflected in everything we do and staff will be expected to show this in their actions. The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as people who are different from themselves, encouraging children to empathise with others and to begin to develop the skills of critical thinking.

We promote equal opportunity with a wide selection of toys and materials for the children to play with and learning from. We also celebrate different cultural days throughout the year and have different topic weeks surrounding the celebration. Children who are learning English as an additional language have full access to the curriculum and are supported in their learning and children who are speaking languages other than English are supported in the maintenance and development of their home languages through resource and activities.

We understand that some children will develop at different rates and will accommodate this with planned activities and support from their key person, or one to one if they require that. In everything we do we try and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable, if a child is seen to be displaying this type of behaviour procedures will be put in place.

## **Families**

We welcome the diversity of family lifestyles and work with all families and encourage children to contribute stories of their everyday life to the setting. We encourage parents and other carers to take part in the life of the setting and to contribute fully. We encourage families who speak additional or other languages to feel included with everything we do at the setting and encourage them to participate with activities within the setting when required. We offer a flexible payment system for families experiencing financial difficulties and offer information regarding sources of financial support.

We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met where ever possible. 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.

So that our policies and procedures remain effective, we monitor and review them annually to ensure our strategies meet our overall aims to promote equality, inclusion and to value diversity. We provide a complaints procedure and a complaints summary record for parents to see.

This policy was adopted by Little Squirts Preschool on 29<sup>th</sup> July 2019 (review date 1<sup>st</sup> July 2020)

Signed.....

Name.....

Role.....