

Maidenbower Infant School Nursery

Equality and Diversity Policy

This policy states how we ensure that both our staff, and children and families who attend our nursery, are treated equally, fairly and inclusively regardless of any characteristic, belief or circumstance and in accordance with current legislation.

GENERAL

We will:

- * Always promote equal opportunities
- * Never discriminate against staff, children or their families, whether directly, indirectly or associatively
- * Provide a secure environment in which all our children can flourish and in which all contributions are valued
- * Ensure that the Nursery is accessible to all relevant members of the community and that all activities of nursery are fully inclusive
- * Recognise and appreciate every child as an individual
- * Assess each child's stage of development and provide the appropriate provision
- * Value and celebrate the diversity of all our families
- * Provide positive and non-stereotypical information about gender roles, ethnic and cultural groups and people with disabilities
- * Continually review and improve our knowledge and understanding of anti-discriminatory practice, to better promote equality and diversity
- * Challenge any discrimination as it arises

STAFF: Recruitment

We will appoint the best person to join our friendly and enthusiastic Nursery team and assist with the day to day care of 3-4 year old children and will treat fairly all applicants for jobs and all those appointed.

We will:

- * Advertise all posts and judge all applicants against explicit and fair criteria
- * Ensure our recruitment gives equal opportunities to all
- * Follow safer recruitment guidelines to ensure the best suitable person is offered the post
- * Refrain from asking applicants health-related questions prior to being offered a position, except when ascertaining:
 - Whether any reasonable adjustments need to be made to enable applicants to access the interview stage of the process
 - How applicants intend to perform tasks essential for the job

- Not make recruiting decisions based on a candidate's health

STAFF: Development and Training

We recognise the value of training in ensuring our staff can successfully carry out their job to the best of their abilities.

We will:

- * Give access to staff training on a fair and equal basis, including training in anti-discriminatory and inclusive practice
- * Give all staff the opportunity to discuss their training needs and developments at their annual appraisal and during their termly reviews
- * Review our practices to ensure that we are fully implementing our policy for equality and diversity

Harassment

Should an employee need to make a harassment complaint, whether one of victimisation or harassment by a third party (for example, a parent), they can be assured that they will in no way be discriminated against for making the complaint.

CHILDREN

Admissions

Our nursery is open to all children in the community following their 3rd birthday where spaces are available.

We will:

- * Base our admissions policy on a fair system
- * Provide information in clear, concise language, whether in spoken or written form
- * Endeavour to provide information in additional languages if required and help parents who are unable to complete or understand our admissions forms.
- * Ensure that all parents are aware of our equal opportunities and admissions policies when applying for a place
- * Not discriminate against a child or their family, or prevent entry to our nursery on the basis of race, colour, nationality, ethnicity, religion or belief, sex, social background or disability

Curriculum

We aim to provide a relevant, broad and balanced curriculum, delivered by a staff team fully conversant with the curriculum requirements.

We will:

- * Create an environment of mutual respect and tolerance
- * Offer a fully inclusive curriculum to all children
- * Ensure each child feels included, secure and valued.
- * Ensure that children have equality of access to learning
- * Recognise the different learning styles, both of girls and boys and of each individual, and ensure every child receives a wide number of appropriate opportunities to develop their skills and abilities

- * Provide carefully selected and fully inclusive resources to extend the children's knowledge and understanding of diversity

Valuing Diversity in Families

We will:

- * Recognise that parents are children's first educators
- * Welcome the diversity of family lifestyles and work with all families
- * Create an environment of mutual respect and tolerance
- * Encourage children to contribute stories of their everyday life
- * Encourage each child and their family to compile a "This Is Me" book with family photographs
- * Use "This Is Me" books to help the children develop a strong sense of community
- * Encourage parents / carers to take part and to contribute fully in nursery
- * Develop means to ensure the full inclusion of families who speak languages other than English
- * Challenge any discriminatory comments that we hear about families in our setting, school or area

Food

We will:

- * Work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met
- * Help children to learn about a range of food and cultural approaches to mealtimes and eating and to respect differences among them

Accessibility

We will:

- * Monitor, review and evaluate accessibility and entry to the Nursery by checking daily for obstacles and obstructions
- * Continue providing a large and spacious area which is well lit and ventilated
- * Ensure all equipment, furniture and workshop areas are accessible to all children regardless of mobility
- * Monitor, review and evaluate publicity, and our "Customer Care" by sending out questionnaires annually for parents to complete and through daily parental contact

This Policy has been written in accordance with:

- * *Equality Act 2010*
- * *Race Relations Act 1976 and the Race Relations Amendment Act 2000*
- * *Disability Discrimination Act 1995, 2005*
- * *Age Discrimination Law 2006*
- * *Sex Discrimination Act 1986*
- * *Children's Act 1989 and 2004*
- * *Special Education Needs and Disability Act 2001*

THIS POLICY IS REVIEWED ANNUALLY. A SIGNED COPY OF THE POLICY IS DISPLAYED ON THE PARENTS INFORMATION TABLE IN THE NURSERY.