

Equality and Diversity Policy

Admissions

The Nursery is open to every family in the community. The waiting list is operated by how long the child(ren) have been on the list. Siblings do get priority.

Families joining the Nursery are made aware of the equality and diversity policy, which is regularly reviewed.

We do not discriminate against a child or their family or prevent entry to our nursery on the basis of colour, ethnicity, religion or social background such as being a member of a travelling community or asylum seeker.

We do not discriminate against a child with a disability or refuse a child's entry to our setting for a reason relating to disability

We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possible offensive materials, name calling, threatening behaviour is all unacceptable on or around the premises and will be dealt with in the strongest of manners.

Employment

Any vacancies will be advertised. The Nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Families

The nursery recognises that many different types of family group can and do successfully love and care for children. The Nursery aims to offer support to all families.

Looked after children,

These are catered for and monitored closely with all relevant parties.

- Children and families who celebrate at home festivals with which the rest of 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. Management of resources within the Nursery 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 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 multicultural society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words, which reflect positively the contribution of all members of society.

In order to achieve this:

- We aim to acknowledge all the festivals, which are celebrated in our area and/or by the families involved in Nursery.
- 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.

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.

Special needs

The 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.

Discriminatory Behaviour/ Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Nursery

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make clear that such behaviour/remarks will not be tolerated.

Food

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

Language

Bilingual/multinational children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their language recognised and respected in Nursery.

Signed on behalf of the Nursery _____