



EQUALITY AND DIVERSITY POLICY

Rydal Day Nursery is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families and will take positive action to eliminate discrimination in all areas. We believe that the Nursery's activities should be open to all children and families, and to all adults committed to their education and care.

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are 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 ethnic and cultural groups and people with disabilities
- Improve our knowledge and understanding of issues and anti-discriminatory practice, promoting equality and valuing diversity, and
- Make inclusion a thread that runs through all of the activities of the nursery.
- Ensure that all who wish to work in, or train in our Nursery have an equal chance to do so.

The legal framework for this policy is:

- Equality Act 2010
- Human Rights Act 1998 amended 2001. Part 4 amended 2002. Part 2 amended Oct 2004
- Educational Needs and Disability act 2001
- United Nation Convention on the rights of the child 1990
- Children Act 1989 amended 2004

Admissions

The Nursery is open to all members of the community. We provide information in clear, concise language, whether in spoken or written form. We will provide information in as many languages as possible on request.

We base our admissions policy on a fair system. The waiting list is operated on a first come, first served basis. When a child reaches the age of two they will be entered on the waiting list for the next available place. We make sure that all parents are made aware of our equality and diversity policy, [enclosed in our prospectus]. The policy is regularly reviewed.

We do not discriminate against a child or their family, or prevent entry to the nursery on the basis of colour, ethnicity, religion or social background. We do not discriminate against a child with a disability or refuse a child entry to our nursery because of any disability. Home visits may be set up to clarify child's history/interests and identify any adjustments required to the nursery setting, extra resources, training that might need to be sourced, all regularly reviewed. We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.

We take action against any discriminatory behavior by staff or parents. Displaying of openly racist insignia, distribution of racist material, name calling, or threatening behavior are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

Posts are advertised and all applicants are judged against explicit and fair criteria. Applicants are welcome from all backgrounds and posts are open to all.

The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process.

All job descriptions include a commitment to equality and diversity as part of their specifications.

We monitor our application process to ensure that it is fair and accessible.

Training

We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which will enable all children to flourish.

We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Food

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

Valuing diversity in families

We welcome the diversity of family lifestyles and are committed to work with all families. We encourage children to contribute stories of their everyday life to the nursery. We encourage parents /carers to take part in the life of the nursery and to contribute fully. For families who speak languages in addition to English, we will develop means to ensure their full inclusion. We will evaluate our practices continuously. We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.

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. Planning for Nursery meetings and events will take into account the needs of children and adults with special educational needs and disabilities.

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

Festivals

Our aim is to show respectful awareness of all the 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.

- 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 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.

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the Nursery. Any remarks whether from parents, staff, children or visitors will be challenged.

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

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible.

Bilingual /multilingual children and adults are an asset to the whole group. Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the Nursery.

Curriculum

The curriculum offered in the nursery encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. We do this by:

- Making all children feel valued and good about themselves
- Ensuring that children have equality of access to learning
- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities
- Positively reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials
- Celebrating a wide range of festivals
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning, and
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages
- All children will be respected and their individuality and potential recognised, valued and nurtured through planning and activities.

Resources

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.

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multiracial 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. If required additional resources will be sourced and accessed from within the wider community.

Meetings

The Nursery will make every effort to ensure that all parents have information about access to meetings. ensure that the time, place and conduct of meetings is communicated in a variety of ways – written, verbal or in translation, enabling the majority of parents to attend so that all families have an equal opportunity to be involved.

It is the nursery's philosophy to celebrate the diversity and cultures of all adults and children attending Rydal Day Nursery Ltd.

**The designated member of staff responsible for implementing the policy is the Manager
This policy was adopted at a meeting of the Nursery.**