

## **Equal opportunities and Diversity Policy**

### **Policy statement**

We will ensure that our service is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Ladybirds Nursery is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all our 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 ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities in the setting.
- follow and comply with the Equality Act 2010.

### **Procedures**

#### *Curriculum*

- Promoting positive attitudes e.g. rewarding good behaviour.
- Inappropriate attitudes and practices are challenged by staff.
- Making children feel valued and boosting their self esteem e.g. through appropriate praise.
- Ensuring all children are included through our observations, questioning and monitoring.
- Encouraging children to share their experiences with each other and staff e.g. talking about their birthday or a special festival or bringing in an item from home.
- Planning activities relating to religious/cultural events to help children appreciate each others similarities and differences.
- Displaying positive role models through a range of pictures, photographs and invited visitors.
- Purchasing resources which reflect diversity e.g. ethnic dressing up clothes, multi-cultural food and implements, dolls with different skin colours and books that give a balanced view of the world.
- Helping children to learn about a range of food, of cultural approaches to mealtimes and eating and to respect the differences amongst them.
- The management of resources ensures that both boys and girls have full access to all kinds of activities and equipment.
- Positive discrimination is used to encourage reluctant children to experience the full curriculum.

- Finding out about family customs and beliefs, diet, special skin care, comforters, likes and dislikes and any other information parents wish us to know – an all about me form is sent to parents prior to the induction visit. The Key worker notes any further information on the 'New starter information sheet' during the settle.
- Any action is recorded if there is likely to be difficulty meeting the needs of an individual child.
- Advice from professional outside agencies may be sought and this along with other issues is sensitively explained to the parents.
- Reasonable adjustments are made whenever possible for children who have disability or SEND.
- Children with learning difficulties and/or disabilities will be supported, as will their parents, and Support Plans devised and further advice from professional outside agencies sought where necessary.

#### *Admissions*

- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry for reasons relating to disability.
- We take action against anti-discriminatory behaviour by staff or parents. Children who display any significant behaviour incidents of a racial nature have these noted with a red 'R' on the corner of the incident record.

#### *Valuing diversity in families*

- We encourage children to contribute stories of their everyday life to nursery.
- Where parents do not have an understanding of English we would seek to make contact with another family member e.g. an older sibling who does. Additionally, local community leaders would be approached for help.
- Parents with learning difficulties and /or disabilities will be supported and reasonable adjustments made for them if necessary
- To offer a flexible payment system for families with specific difficulties or circumstances.

#### *Employment & Training*

- 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 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 staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required

#### *Monitoring and reviewing*

- Particular responsibility for Equal Opportunities falls to Bernadette Lee.
- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity
- We provide a complaints procedure and a complaints summary record for parents to see.