**Equality, Inclusion and Valuing Diversity Policy**

We are committed to ensuring that our service is fully inclusive in meeting the needs of all children and particularly those that arise from their ethnic heritage, social and economic background, gender, special educational needs, and ability of disability.

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

We are committed to challenging attitudes that promote discrimination, ensuring respect for all and preparing all children for life in a diverse society.

**Aim**

We aim to:

* Provide a secure and accessible environment in which all our children and adults can flourish and reach their full potential, and in which all contributions are considered and valued.
* Include and value the contribution of all families to our understanding of equality and diversity, by improving our knowledge and understanding of beliefs, cultures and disabilities.
* Respect and value differences between people by providing 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.
* Prepare children for life in a diverse society
* Acknowledge the existence of prejudice and take steps to prevent it.
* Access staff training when the opportunity arises.

The legal framework for this policy is:

**The Equalities Act 2010**

Legislation to provide protection against discrimination for people who share the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and Belief
8. Sex
9. Sexual Orientation

**Method**

The members of staff responsible for Equality, Inclusion and Diversity are Nursery Managers, Lesley Wilson and Katie Worsley.

In order to meet our legal duties, promote equality and inclusion in our setting and value diversity we follow these procedures:

**Admissions**

* Our setting is open to all members of the community.
* We welcome all families equally.
* We advertise our service in the community and support families for whom English is an additional language.
* We reflect the diversity of members of or society in our publicity and promotional materials.
* We provide information in clear, concise language, whether in spoken or written form.
* Where possible we provide information in languages of our community.
* We do not discriminate against any children, parents or carers, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background.
* We do not discriminate against disabled children. Consideration needs to be given to any reasonable adjustments required to include any child who may have a disability or special educational needs.

**Employment**

* We are an equal opportunity employer: posts are advertised and all applicants are judges against explicit and fair criteria.
* Applicants are welcome from all backgrounds and cultures. Posts are open to all, subject to appropriate experience and qualifications.
* The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
* All job descriptions include a commitment to valuing equality, inclusion and respecting diversity as part of their specifications.
* We monitor our application process to ensure that it is fair and accessible
* We will consider positive action when recruiting to posts to attract people from under-represented groups in our workforce.

**Training**

* 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 trained in administering relevant medicines and performing invasive care procedures as necessary.
* We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

**Curriculum and Environment**

We are committed to ensuing that the curriculum and activities that the children participate in encourages them to develop positive attitudes about themselves as well as to people who are different from themselves. We encourage the children to empathise with others to begin to develop the skills of critical thinking.

The environment is accessible for all visitors and service users. Reasonable adjustments have been made to accommodate the needs of disabled children and adults.

We do this by:

* Making children feel valued and good about themselves.
* Providing a welcoming atmosphere with approachable staff and management.
* Making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
* Offering children a secure environment in which to explore their own culture and that of their peers.
* Positively reflecting the widest possible range of communities by enhancing 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.
* Differentiating the curriculum to meet children’s special educational needs.
* Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
* Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.
* Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

**Valuing Diversity in Families**

* We welcome the diversity of family lifestyles and work with all families.
* We encourage children to contribute stories of their everyday life to the setting.
* We encourage parents/carers to take part in the life of the setting and share skills with staff and children.

**Food**

* We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are 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.

**General**

* We handle questions about difference honestly, sensitively and openly.
* We treat everyone with respect and with consideration for their diversity
* We check that our resources reflect diversity and do not promote negative stereotypes.
* We develop an equality action plan to ensure that everyone is included