

## **The Enchanted Wood Day Nursery Ltd: Equal Opportunities**

### **Valuing Diversity and Promoting Inclusion and Equality**

#### **Policy statement**

We are committed to ensuring that our nursery is fully inclusive in meeting the needs of all children.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in a family structure that includes one or two parents of the same or different sex. Children may have close links or live with extended families of grandparents, aunts, uncles and cousins, while others may be more removed from close kin or may live with other relatives or foster carers. Some children come from families who experience social exclusion, severe hardship, discrimination and prejudice because of their ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination linked to their gender and some women are discriminated against because of their pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and can adversely impact on children's learning, attainment and life outcomes.

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

- promote equality and value diversity within our Nursery and develop a sense of inclusion within the local community
- actively include all families and value the positive contribution they make to our nursery
- promote and provide a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms
- provide a secure and accessible environment in which all of our children feel safe and equally included
- improve our knowledge and understanding of issues relating to anti-discriminatory practice
- challenge and eliminate discriminatory actions, based on the protected characteristics within the Equality Act (2010) namely:
  - age
  - gender

## Safeguarding and Welfare Requirement: Equal Opportunities

- gender reassignment
- marital status
- pregnancy and maternity
- race
- disability
- sexual orientation and
- religion or belief

The Nursery will endeavour to take positive action to benefit groups or individual with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service.

### Procedures

#### *Admissions*

Our nursery is open and accessible to all members of the community.

- We base our Admissions Policy on a fair system.
- We do not discriminate against a child or their family, or prevent entry to our nursery, based on a protected characteristic as defined by the Equalities Act (2010).
- We advertise our service widely.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information on our local offer which identifies ways in which we support children with special educational needs and disabilities.
- We ensure that all parents are made aware of our Valuing Diversity and Promoting Inclusion and Equality Policy.
- We develop and make reasonable adjustments to ensure that disabled children can participate successfully in the services and the curriculum offered by the nursery.
- We take action against any discriminatory, prejudice, harassing or victimising behaviour by our staff members, volunteers or parents whether by:
  - direct discrimination – someone is treated less favourably because of a protected characteristic e.g. preventing families of a specific ethnic group from using the nursery
  - indirect discrimination - someone is affected unfavourably by a general policy e.g. children must only speak English in the nursery

## **Safeguarding and Welfare Requirement: Equal Opportunities**

- discrimination arising from a disability – someone is treated less favourably because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity
- association – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
- perception – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation
- We will not tolerate behaviour from an adult who demonstrates dislike or prejudice towards individuals who are perceived to be from another country (xenophobia)
- Displaying of openly discriminatory xenophobia and possibly offensive or threatening materials, name calling or threatening behaviour are unacceptable on, or around, the premises and will be dealt with immediately and discreetly by asking the adult to stop using the unacceptable behaviour and inviting them to read and to act in accordance with the relevant policy statement and procedure. Failure to comply may lead to the adult being excluded from the premises.

### *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.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks. 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.
- All staff members are treated equally and fairly when employed by The Enchanted Wood. All Employees receive the same benefits and entitlement whether they are full time or part time.

### *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 members are confident and fully trained in administering relevant medicines and perform invasive care procedures on children when these are required.

## **Safeguarding and Welfare Requirement: Equal Opportunities**

- We review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Promoting Equality.

### *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, reflection, confidence and self-esteem.

We ensure that our practice is fully inclusive by..

- creating an environment of mutual respect and tolerance.
- modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- 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 and holy days.
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- ensuring that the needs of children with special educational needs and children with disabilities are fully supported.
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

We will ensure that our environment is as accessible as possible for all visitors and service users.

We do this by:

- undertaking an access audit to establish if the nursery is accessible to all children and adults. If access to the Nursery is found to treat disabled children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.
- Offer a fully differentiated environment as well as resources to ensure that the curriculum offered accommodates a wide range of learning including children's physical and sensory needs.

### *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 nursery.

## **Safeguarding and Welfare Requirement: Equal Opportunities**

- We encourage mothers, fathers and other 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 offer a flexible payment system for families experiencing financial difficulties and offer information regarding sources of financial support.
- We take positive action to encourage disadvantaged and under-represented groups to use the nursery.

### *Food*

- We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met wherever possible.
- 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.

### *Meetings and Information*

- We positively encourage fathers to be involved in the nursery, especially those fathers who do not live with the child. We ask all parents for both the mothers and fathers contact details when they start the nursery.
- Information about meetings or information on the children such as Newsletters or Topics is communicated verbally or in writing. This ensures that all mothers and fathers have been informed and have received information regarding their child's time in nursery, as well as how to access any meetings that we may have at the nursery.

### *Monitoring and reviewing*

- So that our policies and procedures remain effective, we monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and to value diversity.
- We provide a complaints procedure and a complaints summary record for parents to see.

### *Public Sector Equality Duty*

- We have regard to the Duty to eliminate discrimination, promote equality of opportunity, foster good relations between people who share a protected characteristic and those who do not.

## **Legal framework**

## **Safeguarding and Welfare Requirement: Equal Opportunities**

The Equality Act (2010)

Children Act (1989) & (2004)

Children and Families Act (2014)

Special Educational Needs and Disability Code of Practice (2014)