

Policy on Inclusion and Equality

Children

Advantage Day Nursery aims to demonstrate through its work that it positively values and respects children of all ethnic origins, racial groups, religion, culture, and linguistic background and abilities. Children of both sexes are positively encouraged by staff to participate in all activities.

This setting considers it important to provide a range of experiences and an environment that will instil in the children, a positive outlook towards people in our society whom they may see as different from themselves.

- Toys and equipment will be chosen with the differing needs of children in mind
- Displays will show and reflect a positive image towards the world in which we live.
- Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles that are in our society.
- Home corners will be changed regularly to show different cultures, races and the world around us.

We understand that these factors affect the well-being of the children and can impact on their learning attainment. Our setting 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 of 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 family structures, diverse ethnic and cultural groups and disabled people
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Challenge and eliminate discriminatory actions.
- Make inclusion a thread that runs through all the activities of the setting: and foster good relations between all communities.

Admission

Our setting is open to all members of the community

- We advertise our service widely
- We reflect the diversity of our society in our publicity and promotional materials.
- We provide information in clear, concise language whether in spoken or written form
- We base our admissions policy on a fair system
- We do not discriminate against a child or their family, or their family, or prevent entry to our setting.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reasons relating to disability
- We take action against any discriminatory behaviour by staff or parents

Staff

It is the policy of this setting to positively value and respect people regardless of gender, ethnic origin, racial group, religion, cultures and linguistic background. A member of staff is employed because that person is considered to be the best person for that job.

Even when the equal opportunities practice is followed, there may be times when hurtful or abusive remarks are made or discriminatory behaviour happens, We have a responsibility to act or otherwise we are adding to the hurt or offence. Silence will appear to condone the behaviour and then people will assume that such behaviour is allowed even encouraged. It is too easy to be tempted to pretend we did not hear or see and to walk away.

All members of staff must not accept the making fun of any aspect of a person's identity, such as their skin colour, their name, size their disability, gender, their name, and size their disability, gender, religion or language etc.

No-one should be excluded from taking part in Nursery Activities for any of these reasons. Anyone who does not keep within these guide lines must be reminded of the settings policy.

At Advantage Day Nursery we do not excuse discriminatory behaviour and we take it very seriously. Whenever an incident occurs, support for the victim comes first and we need to show that we care about their feelings.

All staff will be introduced to the Equal Opportunities Policy during their induction programme. Thereafter, there will be ongoing training and regular reviews of the Policy itself.

The procedure for dealing with discriminatory behaviour or practice for children, their parents or visitors is the same, that we do not allow such behaviour and inform them of how their hurtful remark or behaviour has caused discomfort to the person/s involved. Continued offences may cause the child's place to be removed as a last straw.

The procedure for dealing with discriminatory behaviour or practice from members of staff is similar, although, as they are aware of and have agreed to abide by our Equal Opportunities Policy, it will be taken more seriously. Continued actions that come under discriminatory behaviour or practice may be dealt with under the Disciplinary Policy route.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicant who best meets the criteria is offered the post. Subject to references and check by the CRB. 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

Training

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

Legal Frame work

The Equality Act (2010)

The Children Act (1989) & (2004) & (2006)

Special Educational Needs and Disability (2014)

This Policy was adopted on _____ June 2021 _____

Signed on behalf of AND _____ Hazel Moody _____

Review Date _____