

# Equality, Inclusion and Diversity Policy

## *Statement of Intent*

Bishy Barnabees Day Nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individuals, whether they are an adult or a child. Bishy Barnabees is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

Bishy Barnabees Day Nursery promotes the fundamental British values, as set out by the Government, of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs'.

## *Aims*

This policy will ensure that the nursery will eliminate unlawful discrimination, harassment and victimisation by:

- Providing 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.
- Providing positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improving our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Making inclusion a thread which runs through all of the activities of the setting.

Our Designated Equal Opportunities Officer is *LOUISE KERRY*

## *Admissions*

- Our setting is open to all members of the community
- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We can provide information in different languages as needed.
- We base our admissions on a fair system.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.

- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We ensure that all parents are made aware of our equal opportunities policy.
- 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.

### *Access and Accommodation*

We provide resources (human and financial) to implement our Special Educational Needs policy and designated staff will partake in training which includes the SENCo course

Bishy Barnabees Day Nursery is all on one level which promotes the ease of access for all children, their parents, carers, staff and visitors. We have wide level entry doors, an accessible toilet, and an inclusive approach.

### *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 of the Race Relations Act and the Sex Discrimination Act where this is necessary 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 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. All complaints of discrimination will be taken most seriously and disciplinary action may be taken against any participant.
- We ensure that no-one receives less favourable treatment on any grounds including age, sex, marital status, colour, race, political or religious belief, disability, sexual orientation.
- There is no discrimination in employment and that decisions on recruitment, promotion, training and development and terms and conditions are based solely on job related ability and merit;
- All Managers and Employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all and will write separate
- Risk Assessments for every disability to ensure all staff remain protected. (See Disability in employment policy).

### *Training*

We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish. We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

## *Curriculum*

The play and learning opportunities offered in the setting encourage children to develop positive attitudes 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:

- Ensuring children feel valued and have positive self-worth.
- Providing equality of access to learning, we recognise the different learning styles of each child and make appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of materials.
- Celebrating a wide range of festivals as appropriate.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Providing a curriculum that is inclusive of children with special educational needs and children with disabilities.
- Supporting children with English as an Additional Language (EAL) to successfully access the resources which reflect and promote and assist in celebrating children's home language.
- Ensuring images are displayed around Bishy Barnabees which celebrate a wide range of communities and families within it.

## *Valuing Diversity in Families*

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the setting.
- Development by adding to their child/rens Learning Story's. They can put in photographs of the things their child has been doing outside of nursery. Staff then celebrate these achievements with their child at nursery.
- We ensure that, within our play session meetings with any new parents we discuss the child's families cultural background and parents complete the information on their child's registration form in respect of any cultural needs and how these can be met. This will support the families and child's cultural needs, which include dietary requirements or festivals which are

celebrated.

- For families who have a first language other than English we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means.

### *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, cultural approaches to mealtimes and eating and to respect the differences among them.

### *Consultations*

Consultation are arranged every term to ensure that all families are involved in their child's learning and development. All of the information regarding key dates or closures is communicated in a variety of ways:

- Written (via the website, newsletters or parent's notice board)
- Verbal (via staff) and where needed, in many languages to ensure that all parents have access to the most up to date information.

### *Unlawful discrimination, harassment and victimisation.*

#### *Bishy Barnabees :*

- Provides play and learning opportunities that are inclusive of children with special educational needs and children with disabilities.
- Supports children with English as an Additional Language (EAL) to successfully access the curriculum.
- We ensure that information, written or spoken will be clearly communicated to the best of our ability. Bilingual/multicultural children and adults will be valued and respected and their values and languages recognized by us, with the assistance of translators and/or support agencies as required.
- Any information provided by Bishy Barnabees to parents will be made accessible to all.
- We ensure that our physical environment is, wherever possible, suitable to any person or child with disabilities or additional needs.
- Staff are made aware of the disability policy in place and sign to adhere to this within the nursery.
- We oppose all forms of discrimination, direct or indirect, and aim to eliminate discriminatory practice and promote measures to combat its effects.
- No-one receives less favorable treatment on any grounds including age, sex, marital status, colour, race, political or religious belief, disability, sexual orientation;

- There is no discrimination in employment and that decisions on recruitment, promotion, training and development, and terms and conditions are based solely on job related ability and merit;
- All Managers and employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all.

### *Quality of opportunity .*

- Children will not be discriminated against on our waiting list, the waiting list system is based on a first come first served basis. The admissions practice ensures equality of access and opportunity.
- Bishy Barnabees will accommodate children with special additional needs. Liaising with parents and other agencies with parental involvement and consent.
- We provide a differentiated curriculum for all children meeting their individual needs.
- If a child requires an Individual Education Plan we will liaise with parents/carers to ensure their targets are achievable.

### *British values*

- Democracy – We listen to children’s and parents’ voices, talk about their feelings, value each other’s views and value. Staff will support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration. Children will be given opportunities to develop their enquiring minds in an atmosphere where questions are valued.
- The Rule of law – we consistently reinforce our expectations and golden rules that they used to protect us.
- Individual Liberty – children are actively encouraged to make choices and risks knowing that they are in a safe and supportive environment.
- Mutual respect – staff help children to understand respect by talking about how actions and words can affect others. Staff should promote diversity by providing resources and activities that challenge gender, cultural and racial stereotyping
- Tolerance of those of different faiths and beliefs – we aim to enhance children’s understanding of different faiths and beliefs by participating in a range of celebrations throughout the year. Children have the opportunity to dress-up in clothes and try different foods from other cultures and we encourage parents/carers to support us with their culture through discussions and consultations.

### *Good relations.*

- Parents/carers are invited to come and visit us to meet staff and see where their child will be spending their time, during the play sessions children are given the opportunity to explore the room with the safe knowledge that their carers/parents are still with them.

- We will inform all parents on a regular basis about their child's progress.
- We work closely with parents of children with SEN/disabilities to create and maintain a positive relationship.
- We provide parents with information in sources of independent advice and support and liaise with other professionals involved with the child and/or family.
- Promote equal opportunities in all aspects of employment;
- Ensure that all Managers, Room Leaders and employees are trained in their responsibilities regarding equal opportunities;
- Fully investigate all complaints of discrimination;
- Monitor the effectiveness of the policy and identify practices that maybe discriminatory

Employees of the Nursery must:

- Adhere to the Nursery commitment to equality of opportunity in their work;
- Work together towards a culture of fairness and equal treatment for all;
- Advise management if they suspect that discrimination is taking place;
- Not victimize anyone who makes a complaint or aids a complainant.

The legal framework for this policy is based on:

Equality Act 2010

Children Act 2004

Care standards Act 2002

Childcare Act 2006

Children (Scotland) Act 1995

Special Educational Needs and Disability Act 2001

Race Relations Act 1976;

Race Relations Amendment Act 2000;

Sex Discrimination Act 1986;

This policy was adopted in November 2014 and updated August 2016.

Reviewed March 2017

See also Disability in Employment policy and Equipment and resources policy and Healthy Eating Policy.

See also Admission policy, Safer recruitment policy, parent partnership policy, behaviour management policy Special educational needs (SEND) policy.

See also English as an additional language policy, Staffing Policy, Safeguarding Policy and Looking after Children policy.