



## Inclusion, Equality and Diversity



**Horspath Nursery believes in the unique value of every child and is therefore committed to meeting each child's individual needs. We will do our best to provide equal opportunities for all children and families who come to our setting, as well as promoting equal opportunities in our employment practices.**

**Our Nursery is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.**

### Aims

- The Nursery's equal opportunities procedures aim to help everyone involved in the Nursery to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.
- The Nursery aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. We invite parents to share their cultures and festivals with the Nursery if they wish.
- The Nursery recognises that achieving the objectives of our Equality and Diversity Policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the Nursery will both welcome and encourage parents and carers to get involved in the running and management of the Nursery, and to comment on the effectiveness of its policies and procedures.
- The Nursery will endeavour to facilitate regular opportunities for consultation with parents/carers about the service that the Nursery provides, as a means of monitoring the effectiveness of its Equality and Diversity Policy.
- We will make every effort to recognise and respond to the needs of all the children, and by observation and assessment, make special provision for those who have special needs which may require particular support and help. In order to keep this in mind we have a policy for Special Needs and a designated SENCO on the staff.

To realise the Nursery's objective of creating an environment free from discrimination and welcoming to all, the Nursery has the following procedures:

### Admissions

- We ensure that our services are open and available to all parents/carers and children in the local community.

- We reflect the diversity of members of our community in our publicity and promotional materials.
- We ensure that issues of race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the Nursery's services.
- We treat all children and their parents/carers with equal concern and value.

### Activities

- We have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Nursery's programme of activities.
- We help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- The nursery aims to provide positive non-stereotyping information and role model behaviour about gender roles, diverse ethnic and cultural groups and people with disabilities.
- We positively reflect the widest possible range of communities in the choice of resources; and avoid stereotypes or derogatory images in the selection of books and other visual materials. We will promote good relations with people of all cultures, in our play, stories, our group times and our behaviour.
- We endeavour to create an environment of mutual respect and tolerance and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable. We are committed to delivering an education that promotes and fosters the positive use of language. We will not allow derogatory name-calling or abusive language of any kind.
- The Nursery will challenge and take action against any offensive or discriminatory behaviour, language or attitudes with regards to race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, disability and age.
- We ensure that the activities offered are inclusive of all children.
- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met.
- We encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and we challenge and take action against any discriminatory incident, according to the provisions set out in the disciplinary procedures within the Staffing Policy and the Behaviour Management Policy.

## Employment and staffing

- As an Equal Opportunities provider, we ensure that the Nursery's recruitment policies and procedures are open, fair and non-discriminatory and it is our policy to recruit the best person for the role and this will be the only criterion for appointment. Once appointed, each employee will be fairly treated, and encouraged to develop professionally as far as he/she is able.
- We endeavour to recruit a staff team that reflects the make-up of the Nursery's local community.
- We ensure that all members of staff are aware of, and understand, this Equality and Diversity policy.
- 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 take action against any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the disciplinary procedures within the Staffing Policy.

All the Nursery's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

The above is in accordance with Equality Act 2010, Children and Families act 2014 and Childcare Act 2006.

Our designated Equality and Diversity staff member is Joanne Horne.



## Inclusion

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**Our Nursery is aware that some children and young people have specific needs that may require particular support and assistance. We are committed to taking appropriate action to make sure that all children and young people are able to access our services, made to feel welcome, and that our activities promote their welfare and development.**

The Nursery is committed to the inclusion of all children and young people in its care. The Nursery also believes that disabled children and young people have a right to play, learn and be able to develop to their full potential alongside non-disabled children. We will work towards removing barriers so that disabled children and young people have access to the same facilities, activities and play opportunities as their peers.

The policies, procedures and practices of the Nursery in relation to disabled children and young people are consistent with current legislation and guidance. This includes the Disability Discrimination Act 1995.

The Nursery believes that by identifying individual needs and working with parents/carers and other statutory professionals or agencies, all children and young people should be able to play a full, active and equal part in the Nursery's activities.

The Nursery can accommodate a 10% ratio of SEN children on the register at any one time. (Please see admissions policy for more information)

An annual review of the Inclusion Policy will be undertaken and will involve children, young people and parents/carers in its evaluation.

### **Inclusion Co-ordinator**

The Committee will appoint a member of staff as the Inclusion Co-ordinator with overall responsibility for promoting the inclusion of disabled children and young people in the provision. The Co-ordinator will be trained in inclusion.

All members of staff will be expected to support the Inclusion Co-ordinator in working with disabled children and young people.

The Inclusion Co-ordinator's responsibilities will include:

- Working alongside the Manager to ensure that all staff are aware of the legislation, regulations and other guidance on working with disabled children and young people.
- Working with the Committee to ensure that all staff who work with disabled children and young people have appropriate skills and attend Disability Equality/Awareness training.

Signed on behalf of the Management Committee:

..... Chairperson

This policy was updated by the Manager and staff and will be updated annually.  
Next due to be updated: September 2020

“Horspath Nursery is committed to safeguarding and promoting the welfare of children, families and staff at all times.”