



## **Equality and Diversity Policy**

Tiddlers Nursery and Pre School is committed to providing equality of opportunity and ensuring anti-discriminatory practice for all children and families.

### **We aim to:**

- Provide 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 in our understanding of equality and diversity.
- Provide positive, non-stereotypical information about our local and wider communities
- Constantly improve and update our knowledge and understanding of issues of equality and diversity.
- Make inclusion a thread that runs through all of the activities of the Nursery
- Challenge and eliminate discriminatory actions or behaviour
- Actively promote and foster good relations between all communities.

### **The legal framework for this policy are:**

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Child Act 1989
- Special Educational Needs and Disabilities Act 2001
- Sen and disability code of practice 0-25 years
- Children and families act 2014

### **Admissions:**

- Our Nursery 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 as many relevant community languages as possible.
- We base our admissions policy on a fair system.
- We do not discriminate against a child with a special need or disability or refuse a child entry to our Nursery because of SEN/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 Nursery and in the curriculum offered.

### Employment:

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 equality and diversity as part of their specifications. We monitor our application process to ensure that it is fair and accessible.

### Training:

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

### Early Years Foundation Stage:

The curriculum offered in the Nursery encourages 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 skill of critical thinking. We do this by;

- Ensuring children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes of derogatory images in the selection of materials.
- Celebrating a wide range of festivals relevant to the children in our community
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that the curriculum offered is inclusive
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

### Valuing Diversity in Families:

We welcome the diversity of family life and work with all families. As a nursery, we will encourage children to contribute stories of their everyday life into the Nursery. This will also mean encouraging parents/carers to take part in the life of the Nursery and to contribute fully. For families who have a first language other than English, we value the contribution their culture and language offer. The nursery will offer a flexible payment system for families of differing means.

### Dietary Requirements:

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. We help children learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

### Meetings:

Meetings are arranged to ensure that all families who wish to may be involved in the running of the Nursery. Information about meetings is communicated in a variety of ways – written, verbal and in translation – to ensure that all parents have information about access to these meetings.

Signed on behalf of the nursery:

Date:

The date for review: