

# Shadwell Childcare

## **Equality and Diversity Policy**

Adopted: October 2024

Date to be reviewed: October 2025

## **Equality and Diversity Policy**

### **Statement of Intent**

Our Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families. We will endeavour to meet the needs of all families and potential customers by ensuring equal access to the setting regardless of individual circumstances.

The legal framework for this policy is the Equality Act 2010.

### **Our Aim**

We aim to:

- Provide a secure environment in which all 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
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities
- Improve our knowledge and understanding of issues of equality and diversity
- Make inclusion a thread which runs through all of the activities of the pre-school
- Recognise that parents and families are at the heart of services in the setting and in the foundation years

### **Method**

#### **Admissions**

- The setting is open to every family in 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 spoken or written form
- We base our admissions policy on a fair system
- We do not discriminate against a child with a disability or additional needs or refuse a child entry to our nursery because of any disability or additional need
- 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

#### **Recruitment and Training**

- Any vacancies will be advertised
- The setting will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed
- We monitor our application process to ensure that it is fair and accessible
- Commitment to implementing the Equality & Diversity Policy will form part of the job description for all workers
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure & Barring Service. This ensures fairness in the selection process.
- 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 and diversity
- Staff will respect and understand each child's customs and culture
- Staff will not be discriminated against on any grounds including:
  - Gender
  - Race
  - Nationality
  - Colour
  - Ethnicity
  - Disability
  - Marital Status
  - Sexuality
  - Age
  - Religious beliefs

### Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. The curriculum offered in our 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 skills of critical thinking.

We do this by:

- Managing resources within the setting to make sure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them
- Offering appropriate opportunities to children to explore, acknowledge and value similarities and differences between themselves and others
- Making 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
- Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes
- Celebrating and marking a wide range of festivals
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that curriculum offered is inclusive of children with special educational needs and children with disabilities
- The setting recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning
- Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society and all family groups.

### Valuing Diversity in Families

- We recognise that many different types of family groups can, and do, successfully love and care for children. We aim to offer respect and support to all families
- We welcome the diversity of family life and work with all families
- We encourage children to contribute stories of their everyday life into nursery
- We encourage parents/carers to take part in the life of the pre-school and to contribute fully
- For families who have a first language other than English, we value the contribution their culture and language offer
- We offer a flexible payment system for families of differing means
- Celebrate diversity and support children's growing awareness of diverse family structures

### Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the setting, and in our society as a whole, and to welcome the diversity of backgrounds from which they come

In order to achieve this:

- We aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the nursery
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals
- Children and families who celebrate festivals at home, with which the rest of the setting is not familiar with, will be invited to share their festival with the rest of the group, if they themselves wish to do so
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life

### Discriminatory Behaviour/ Remarks

- Any language, behaviour or remarks which are discriminatory or do not uphold the British values, whether these are made by children, parents, staff or any other adults, are unacceptable in the setting
- Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour / remarks will not be tolerated

### Language

- Bilingual / multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home
- Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the nursery
- Parents with EAL will be invited into the setting to share their language with the other children and staff

## Food

- Working in partnership with parents/carers, children's medical, cultural and dietary needs will be met
- We help children to learn about a range of food, supporting understanding of food groups, portions and
- Ensure cultural approaches to mealtimes and eating and ensuring respect for the differences among them
- Ensure all children are able to access a variety of foods including that of their own culture
- Continued discussion through various methods regarding all foods, discussion of food groups, nutritional benefits and offering a wide variety of tastes, smells and textures to develop understanding and long term well-being.
- See Diet and Nutrition policy for further information of nutritional support