



## **Inclusion & Equality Policy**

**This policy is based on the following government acts and guidance:**

Equality Act 2010

Early Years Foundation Stage Statutory Framework 2015, updated March 2017

We promote equality and diversity within our setting, providing an environment that is inclusive to adults and children.

We aim to ensure that every child and adult will feel equally welcomed, valued and accepted.

### **Our Inclusion procedures**

- Our setting is open to all members of the community, regardless of race, culture, religion, ability, or gender. Everybody will be supported and valued, with no discrimination.
- Our staff embrace cultural and family diversity, ensuring that activities and resources reflect our diverse society.
- All children are to be treated as individuals, and supported with fairness at all times. They will have equality of access to learning and preferred format for communicating will be recognised e.g Makaton/visual strategies.
- Children learning English as an additional language will be supported in their learning and have full access to the curriculum.
- We will ensure that children speaking languages other than English are supported and encouraged to maintain development of their home language.
- Every child will be assigned a 'Key person' to ensure that every child's care is tailored to meet their individual needs.
- We have an 'Inclusion officer' who is a member of the senior team and is responsible for promoting, co-ordinating and monitoring equality of opportunity at the nursery. The Inclusion officer carries out the role of the ENCO (Equality named co-ordinator) as well as the SENCO (Special educational needs co-ordinator). They complete regular audits to monitor our practices and provision.
- The nursery is supported by the University's Equality and Diversity department and our Inclusion officer is a representative at the LGBT+ network and the Global Forum.

### **Parent/carers partnership**

- Regular parent meetings provide opportunities for the parents to be involved, sharing and contributing to their child's learning experiences.
- We ensure all parents/carers have access to information about the nursery, including activities, events and the child's developmental progress, to accommodate their individual needs. We use 'Tapestry' an online learning journey system to input observations on the children which parents can view online at home.
- We have a 'Parent group' at the nursery to enable parents to input their ideas, opinions and any concerns with the manager and share with each other.



### **Discriminatory behaviour**

- At the nursery we endeavour to prevent any form of discriminatory behaviour. We believe all children should feel physically and emotionally secure at all times.
- Any forms of discriminatory practice or behaviour (including direct, indirect, harassment and victimisation) should be reported to the Inclusion officer initially. They will complete an incident report form and along with the management team, will address/monitor it in an appropriate way. If necessary they will be registered with the local authority.
- We promote and encourage non-stereotypical behaviour and will challenge any discriminatory behaviour.
- If a child is involved in any discriminatory behaviour, the children's parents/carers will be informed of the incident in which their child has been involved and appropriate support will be implemented in the best interests of the child.

### **Meal times**

- Food is cooked and prepared by 'Professional nursery kitchen', catering for the needs of all children with specific dietary requirements.
- Children are introduced to a range of foods and are encouraged to socialise during mealtimes together at tables. We promote being polite and respectful to each other and encourage good table manners. They learn to be independent pouring their own drinks and self serving their food.

### **Training**

- All staff are required to adhere to and co-operate with the implementation of all policies. These are reviewed annually.
- We provide relevant training opportunities for staff to develop their knowledge of inclusive practices and equality. Continued professional development (CPD) is crucial to ensure best practice is met and maintained.
- We review our practices and ensure that our policy for promoting equality, diversity and inclusion is never compromised.

### **British values**

- We aim to place the promotion of equality, diversity and British values at the heart of our work, incorporating it into our daily curriculum. Our Inclusion officer dedicates time to evaluate our environment and practices, ensuring we are providing the best possible outcomes to all of the children attending our nursery.
- The fundamental British values of democracy, individual liberty, mutual respect and tolerance, and the rule of law, are all embedded into everything we do.



### **Celebrating festivals and Special occasions**

- We have a calendar of celebrations and festivals from around the world. This enables the children to have rich, meaningful experiences and learn purposefully. This gives the children an ideal opportunity to find out about the similarities and differences between cultures and communities. We also acknowledge many special occasions celebrated and use a wide variety of activities and enriching learning opportunities to make these events meaningful. We ensure that everyone has an opportunity to take part if they wish.

<b>Document reviewed on</b>	October 2020	<b>Where this document is displayed / duplicated</b> Policy folder Website Shared drive
<b>Reviewed on behalf of the nursery by</b>	Teresa Warren	
<b>Date disseminated to staff</b>	August 2018	
<b>Date for next review</b>	October 2021	