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## EQUALITY AND DIVERSITY POLICY

Adopted March 2023

The nursery is clear in its intent to actively promote equality of opportunity and anti-discriminatory practice for all children, staff, and parents. We have an anti-sexist and anti-racist approach. We do not stand in judgment of, or differentiate by means of any of the following:

- Race, colour or ethnic origin
- Social group.
- Gender.
- Marital status or sexual preference.
- Age.
- Religion.
- Special needs\disability.

We firmly believe that children, parents, and staff are individuals, with equal rights and we do not refuse entry to the nursery by way of any of the above. The registered person and all staff are committed to equality and understand and implement an equal opportunities policy. Equality and diversity issues are discussed at the induction stage, identified through appraisal of individuals, discussions with individuals, group discussion, and observation of performance. Staff training is encouraged so that the policy can be applied consistently, training opportunities can be accessed through the Workforce Development Team, specific local and national initiatives, groups, and publications. The policy is shared with all parents\carers from the offset. We encourage every family who attends the nursery to become involved in the day to day running of the provision if they so wish. We will make every effort to ensure that the time, place and conduct of meetings enables many parents to attend so that all families have an equal opportunity to be involved and informed about the nursery. Parents can discuss any issues with the nursery manager. The equality and diversity policy can be translated if needed. The culture of the nursery offers individuals the opportunity to develop in an environment free from prejudice and discrimination. Our positive equal opportunities policy concentrates of what can be done rather than what cannot. We promote equal opportunities\anti discriminatory good practice by:

- Making children feel valued and good about themselves.
- Ensuring all children are included.
- Challenging inappropriate practices and attitudes.
- Enabling children to share their experiences with each other and with staff.

- Displaying a wide range of positive images and objects to reflect non-stereotypical roles, racial, cultural, and religious diversity and disability.
- Appropriate opportunities\activities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.
- Using resources which reflect diversity such as dolls, role play and equipment. Resources chosen correctly can give children a balanced view of the world and an appreciation of the rich diversity of our multiracial\cultural society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words that reflect positively the contribution of all members of society.
- Treating children with individual and equal concern, for example finding out about family customs and beliefs, dietary requirements, dress code, hair and skin care and help required with toilet and washing routines.
- Positive attitudes in the setting are encouraged and developed, for example rewarding good behaviour. Praise encourages self-esteem.

In relation to employment a fair recruitment, selection and monitoring procedure is in place, all vacancies will be advertised. The nursery will appoint the most suitable person for each position and will treat fairly all applicants for the role and all those appointed. Commitment to implementing the equal opportunities policy will form part of the person specification for all employees and applicants. The nursery will consider ways of encouraging people to apply for jobs who reflect the diversity of the local and wider community. It is essential to challenge and act on any inappropriate practices and attitudes or incidents that arise. By underpinning our organisation with non-discriminatory practices and having a clear policy in place we hope this will deter any unwanted incidents.

It is good practice to have a designated person in the establishment who has responsibility for equal opportunities and receives any reports of incidents and who co-ordinates the response made to each situation. The equal opportunities co-coordinator is Catherine Treglown. The equal opportunities co-coordinator should inform the nursery manager of any incidents that arise, and the situation should be dealt with accordingly. All incidents need to be acknowledged and talked through, even with very young children. Guidelines will be followed if an incident was to occur.