



Inclusion and Equality policy

Statement of Intent

The nursery's aim is to take great care in treating each individual as a person in their own right, with equal rights and responsibilities as any other individual, whether they are an adult or child. The nursery is committed to providing equality of opportunity and anti discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, disability, sexual orientation, ethnic or national origin, or political belief has no place within this nursery.

A commitment to implementing our equal opportunities policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is his or her duty to report the matter to the attention of the nursery manager/owner at the earliest opportunity.

The legal framework for this policy is based on:

- Children Act 2004
- Care Standards Act 2002
- Childcare Act 2006
- Special Educational Needs and Disability Act 2001
- Equality Act 2010

The nursery and staff are committed to:

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. In this respect the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion/belief, colour, cultural or national origin, or sexuality which cannot be justified as being necessary for the safe and effective performance of their work or training.
- Providing a childcare setting wherever possible for children who are designated disabled or disadvantaged according to their individual circumstances and the nursery's ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media
- Providing a secure environment in which all our children can flourish and all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity

- Providing positive non-stereotype information about different ethnic groups and people with disabilities
- Improving our knowledge and understanding of issues of equality and diversity
- Regularly reviewing childcare practice to ensure the policy is effective and practices which are discriminatory
- Making inclusion a thread, which runs through all of the activities of the nursery including encouraging positive role models through the use of toys, imaginary play and activities that promote non stereotyped images.

Admission/service provision

The nursery is accessible to all children and families in the local community and further a field through a comprehensive and inclusive admissions policy. The nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within the targeted age groups.

Recruitment

The nursery will advertise vacancies as widely as budgets allow. Every effort will be made to ensure there is a representative balance on the selection group and all members of the group will be committed to equal opportunities practise as set out in this policy and will have received the appropriate training in this regard.

Application forms are set out following the criteria laid out in this statement and subsequent interviews are also formatted to follow the policy. All candidates are asked the same questions. All candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

It is the policy of St Bernards not to discriminate whether directly or indirectly in the treatment of others. All staff are expected to co operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff is expected to participate in equal opportunities training. All staff will follow the whistleblowing policy where applicable to report any discriminatory behaviours observed.

Training

The nursery recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. The nursery will strive towards the provision of inclusion, equality and diversity training of all staff.

Early Learning Framework

Early Learning offered in the nursery encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that children have equality of access to learning opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypes or derogatory images in the selection of materials
- Celebrating 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 the curriculum offered is inclusive of children with learning difficulties and or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning

Food

We will work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

We will help children to learn about a range of food, cultural approaches to meal times and eating, and to respect the differences among them

Parents Meetings

Regular parents evenings are arranged to ensure parents have the opportunity to discuss the following:

- Input into the day to day running of the setting
- Inform parents about nursery activities
- Discuss issues with Key worker, child's development, learning and individual needs
- Chance for parents to view individual learning profiles
- Ensure parents are aware of policies and up dated policies
- Provide opportunity for parents to discuss with other adults and learn about the E.Y.F.S
- Provide parents the opportunity to contribute their own skills, knowledge and interest to the activities.
- To find out the needs and expectations of the parents. These will be obtained through questionnaires. These are evaluated by the setting to promote nursery practise, policy and staff development.
- To understand and respect the family's religious and cultural backgrounds so we can accommodate any special requirements wherever possible.

Date of Policy	Signed by	Review of policy
September 2015		September 2023

