

EQUALITY AND DIVERSITY POLICY

EASTWOOD NEIGHBOURHOOD NURSERY have regard to with all the relevant legislation including:

- ◆ Disability Discrimination Act 1995
- ◆ Disabled Persons Act 1958, 1986
- ◆ Race Relations Act 1976, May 2002
- ◆ Sex Discrimination Act 1986
- ◆ Children's Act 1989
- ◆ Special Educational Needs and Disability Act 2001
- ◆ Human Rights Act 2000
- ◆ Equality Act 2010 – (replacing Anti-Discrimination Law)
- ◆ **Designated Equalities and Diversity co-ordinator –**

We believe that the group's activities should be open to all children and families, regardless of race, culture, gender etc. and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our Nursery have an equal chance to do so. If any cases of racism occur the Nursery will challenge this. If not resolved then it will be reported to the appropriate organisations with everyone's consent.

We believe that every child/adult has the rights as an individual to have their need met with no discrimination.

Admissions

The Nursery is open to every family in the community. We use the following system for accepting children from the waiting list:

- Date of Birth.
- We advertise widely through posters, leaflets, yellow pages, word of mouth, in clear concise language

Families joining the Nursery are made aware of the equal opportunities policy.

- If information was required in a different language we would ask for assistance from our parents who are familiar with this language.

Employment

- The Nursery will advertise any vacancies internally and externally.
- The Nursery will appoint the best person for each job, regardless of race, culture or gender and will treat fairly all applicants for jobs and all those appointed, against specific criteria
- Commitments to implementing the groups Equality and Diversity Policy will form part of the job description for all workers.
- Staff are informed of all legislation during their induction, through training information sheets.
- Staff meetings are arranged so that everyone can attend.

- Information about meetings is sent via a message book to each room and a notice board in the staff room.
- We will maintain a neutral working environment in which no employee feels under threat or intimidated

Parents/Carers

- The Nursery recognises that many different types of family successfully love and care for children
- The Nursery offers a flexible payment system for families with differing means, weekly, monthly, by Internet, direct debit or voucher schemes, cash or cheques.
- Children are encouraged to share stories of their everyday life/family etc.
- Parents are encouraged to contribute wherever possible within the setting.
- Time is spent getting to know parents and their children, to share matters such as diet, special skin care, comforters, toilet procedures, family names, religion, medical conditions etc. on induction and through their time at the nursery
- If English is not the parent's first language, another member of their family who is able to speak English accompanies parent to communicate with us.
- We communicate by gesture, pictures if appropriate or give them information written in their language.
- All literature and documentation is provided in an easy to read format for those with basic skills.
- To help staff attend to children with additional language, parents are asked to write various words in their child's first language that will be used in nursery to help us to attend to their needs.

Training

- All Staff attend anti-bias/equality and diversity training regularly
- The practice within the setting is reviewed in accordance to new legislation and guidelines

Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families in the Nursery and in our society as a whole, and to welcome the diversity of background 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 influencing 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
- Before introducing a festival with which the adults in the nursery are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that festival

- 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.
- We will endeavour to promote racial harmony and ensure that the achievements of minority ethnic people are recognised and celebrated
- Staff are encouraged to promote equal opportunities during activities, conversations, posters, books etc.

The 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. Appropriate opportunities will be given to children to explore, acknowledge and value similarities between themselves and others.

Resources

- These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society
- Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

- The Nursery recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs.
- All entrances are easily accessible. Nursery has a toilet for the disabled.
- Planning for Nursery meetings and events will take into account the needs of people with disabilities

Language

- Information, written or spoken will be clearly communicated in as many languages as necessary
- Bilingual/multilingual children and adults are an asset. 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.

Food

- Working in partnership with parent's children's medical, cultural and dietary needs will be met.
- Any dietary needs will be met and information will be held on child's registration form and displayed in the kitchen and care rooms.
- We help children to learn about a range of food, cultures and differences through books, conversation, activities e.g. cookery, parents bringing their own food, to share with the children and staff for tasting etc.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the nursery.