



## **STARFISH NURSERY**

### **EQUALITY AND DIVERSITY POLICY**

#### **Statement of intent**

Our Starfish Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

#### **Aim**

We aim to:

- Provide a secure environment in which all our 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 that runs through all of the activities of the Nursery.

The legal framework for this policy is:

Race Relations Act 1976;

Race Relations Amendment Act 2000;

Sex Discrimination Act 1986;

Children Act 1989;

Special Educational Needs and Disability Act 2001;

Equality Act 2010;

Children's and Families Act 2014;

#### **Methods**

##### **Admissions**

Our Starfish Nursery is open to all members of the community.

We advertise our service through the local family information services.

We provide information in clear, concise language, whether in spoken or written form.

We provide, when needed, information in other languages.

We base our admissions policy on a fair system of first come first serve.

We do not discriminate against a child with a disability or refuse a child entry to our Nursery because of any disability.

On admission parents/carers are made aware of our policies including our Equal Opportunities policy.

We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the Starfish Nursery and in the curriculum offered.

Posts are advertised and all applicants are judged against explicit and fair criteria.

The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau or DBS. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.

We monitor our application process to ensure that it is fair and accessible.

Starfish Nursery Staff are expected to treat other members of staff with mutual respect and not to discriminate against or make discriminatory remarks to other members of staff. Staff should behave in an appropriate manner towards each other working in line with our Equality and Diversity Policy. Any concerns should be brought to the Manager's attention, who will then take action to resolve the matter, this will be recorded.

## **Training**

We ensure that all Starfish Nursery staff update and/or increase their professional knowledge and development by attending a minimum of at least 24 hours training each year.

We review our practices annually to ensure that we are fully implementing our policy for equality and diversity. This is discussed at a staff meeting when re-viewing the policy.

## **Curriculum**

The curriculum offered in the Starfish 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:

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning;
- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- 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 related to the children using the setting or their interests.

- 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 special educational needs and children with disabilities; and
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

**Valuing Diversity in Families**

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the Nursery 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.

**Food**

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

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

**Meetings**

Meetings are arranged to enable all families to be involved in the running of the Starfish Nursery.

Information about meetings is communicated in a variety of ways - written, verbal and in translation when needed - to ensure that all parents/carers have information about and access to the meetings.

This policy was adopted for Starfish Nursery.

Name: **Mrs Angela Malanczuk**

Position: Manager

Signature: .....

Date: .....