

# Policy on Equality and Inclusion

*See also the policy on Special Educational Needs as these are linked documents*

## Children

This nursery aims to demonstrate through its work that it positively values and respects children of all ethnic origins/racial groups, religions, cultures, linguistic backgrounds and aptitudes. The needs of all children regardless of disability will be provided for to enable them to be fully included in all nursery activities. Children of both sexes are positively encouraged by staff to participate in all activities.

For children with Special Educational Needs regard must be given to SEN. (See Special Educational Needs Policy)

This Nursery considers it important to provide a range of experiences and an environment that will instil in the children a positive outlook towards people in our society whom they may see as different from themselves:

- Toys and equipment will be chosen with the differing needs of children in mind.
- Displays will show and reflect a positive image towards the world in which we live.
- Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles there are in our society.

Staff will ensure children:

- Feel secure and know their contributions are valued.
- Appreciate and value the differences they see in each other.
- Are taught in groups that allow everyone to experience success,
- Have a common curriculum experience that allows for different learning styles,
- Use materials that reflect a range of social and cultural backgrounds without stereotyping
- Are encouraged to participate fully regardless of disabilities or medical needs.

## British Values

The British values are implemented within our practice, the children's learning and daily routines. British values means we include a curriculum that promotes British values of democracy, the rule of law, individual liberty along with mutual respect and tolerance of those with different faiths and beliefs.

## English as an additional language (EAL)

"The communication skills of children for whom English is not their home language will vary. However learning English as an additional language (EAL) is not a Special educational need." (EYFSP)

As a setting we must find out as much background about a child's language experience and education they may have received elsewhere as parents as the first educator are an important source of information.

Children will be given the opportunity to engage in all activities and first-hand experiences that don't depend on English for success and allow for opportunities for their learning to be supported by a range of stimuli and experiences.

### **Staff**

This nursery is an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, nationality or national or ethnic origin, or is disadvantaged by conditions or requirements which are not essential for carrying out the job.

All employees will be given equal opportunity and encouraged to progress within the organisation.

It is the duty of all employees to accept their personal responsibility in the implementation of the policy. At the same time, the company acknowledges that specific responsibilities fall upon the management, supervisors and individuals professionally involved in recruitment and employment administration.

Any employee who believes that he or she has been unfairly treated in any sense associated with this policy is entitled to raise the matter through the appropriate grievance procedure.

**This policy was reviewed and amended on 8th March 2020**