



EYFS: The Safeguarding and Welfare Requirements
1.6 – 1.8

Managing Behaviour

3g.1 Valuing Diversity and Promoting Equality

Policy Statement

We ensure that our service is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Auden Place Community Nursery is committed to anti-discriminatory practise to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all our children can flourish and which all contributions are considered and valued.
- include and value the contribution of all families to our understanding of equality and diversity.
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.

Procedures

Admissions

Auden Place Community Nursery is open to all members of the community.

- We advertise our service borough wide.
- We reflect the diversity of our society in our publicity and promotional materials
- We provide information in clear and concise language, whether in spoken or written form.
- We base our admissions policy on a fair system and acquire feedback from Camden that our policy is fair.
- We ensure that all parents are made aware of our equal opportunities policy.
- We do not discriminate against a child or their family or prevent entry to our nursery on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our nursery for reason related to disability.
- In accordance with statutory regulations, we make reasonable adjustments for those that need it, such as different chairs, food and books.
- We develop an action plan to ensure that people with disabilities can participate successfully in all services including curriculum offered by Auden Place Community Nursery.
- We act against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment (Please refer to policy 3b.2 – Recruitment)

- All applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.

- We monitor our application process to ensure that it is fair and accessible.
- All interviews are carried out by at least two people to ensure no favouritism or modifying *Training*
- We seek out training opportunities for staff to enable them to develop an anti-discriminatory and inclusive practise, which enables all children to flourish.
- We ensure that all staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our practice to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

The curriculum offered at Auden Place Community Nursery encourages children to develop positive attitudes about themselves as well as other people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors and service users. If access to the nursery is found to treat children or adults less favourably then we make reasonable adjustments to accommodate the needs of disabled children and adults.

We do this by:

- Making children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.
- Adjusting the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
- Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities e.g. recognising the different learning styles of boys and girls.
- Positively reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials.
- Celebrating an environment of mutual respect and tolerance.
- Differentiating the curriculum to meet the children's special educational needs.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.
- We have a representative in each room 'Equality and Diversity Champion' who plan for festivals and landmarks to be celebrated and respected. These champions meet with the room seniors to make sure that all festival and historical landmarks are recognised.
- We celebrate all religions and festivals, inclusive of Christmas, Diwali, Hanukkah, Chinese New Year amongst others.

Valuing Diversity in Families

- We welcome and celebrate 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 setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and other information regarding sources of financial support.

Food

- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met.
- Our menus are reviewed twice a year accommodating the different needs of the children.
- We help children to learn about a range of food, and of cultural approaches at mealtimes and eating, and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.
- Information about meetings is communicated written and verbal to ensure that all parents have information about access to the meetings.

Monitoring and Reviewing

- To ensure that our policies and procedures remain effective, we will monitor and review them annually to ensure that our strategies meet the overall aims to promote equality, inclusion and valuing diversity.
- We provide a complaints procedure and a complaints summary record for parents to see.

It is important to us at Auden Place that the children feel the benefits of living in such a multicultural country such as England, and more specifically a city such as London. We celebrate all children, and staff, and families, and try to involve ourselves in the local fetes and celebrations. We believe that children learn from their surroundings, and so try to explore as many surroundings as we can. We believe that by actively being role models for the children in our environment, they will be able to accept and understand the vast wealth of diversity we have available to us.

Legal Framework

- The Equality Act 2010
- Equality Act 2010
- Race Relations Act 1965
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1975
- Children Act 1989 (2004)
- Special Educational Needs and Disability Act 2001
- Special Educational Needs Code of Practice (2014)