

# EQUALITY AND DIVERSITY

## Policy

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Grassroots Day Nursery operates within the legal frameworks, which refer to Equal Opportunities (i.e. Equalities Act 2010). Grassroots Day Nursery recognises and welcomes all legislation and existing codes of practice produced by the appropriate commissions for the promotion of equal opportunities for all.

### **Statement of Intent:**

Grassroots Day Nursery are committed to encouraging children and adults of every social class, religion, race and disability to achieve their full potential. We are aware of the importance of introducing an awareness of diversity and anti-discriminatory practice in early years education.

### **Aims:**

Providing learning opportunities for the children in our care that they might explore their own identity and build their self-esteem free from attitudes which would limit their development. To protect children from stereotyping, sexism, racism, sectarianism, ageism, and disability discrimination. To include all members of the group without prejudice. To ensure all staff have an understanding to differential needs in a diverse and multicultural society.

### **Procedures:**

Grassroots Day Nursery promote equal opportunities through a wide range of policies and procedures which are reflected in the practice of our early years setting.

Positive approach to diversity and promoting equality of opportunity, encouraging children to respect the personality, rights and differences of others.

Endeavour to provide a range of activities and materials, which reflect a variety of lifestyles.

Endeavour to select books, stories, rhymes, posters and jigsaws that convey positive images of adults and children with/without disability, from all cultural and racial backgrounds and in a range of non-traditional roles and lifestyles. Ensuring that staff attend relevant training where appropriate. Seeking advice from relevant agencies as appropriate.

### **Admissions**

- Our setting is open to all members of the community.
- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as possible.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equality and diversity policy and all other relevant policies.
- We do not discriminate against a child or their family, or prevent entry to our setting, based on colour, ethnicity, religion or social background.

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- We do not discriminate against disabled children. Consideration needs to be given to any reasonable adjustments required to include any child who may have a disability or special educational needs.
- We develop an action plan to ensure that all individuals can participate successfully in the services offered by the setting and in the curriculum offered.
- 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

- Posts are advertised and all applicants are judged against criteria required.
- Applicants are welcome from all backgrounds and cultures. Posts are open to all, subject to appropriate experience and qualifications.
- We may use exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service (DBS). This ensures fairness in the selection process.
- All job descriptions include a commitment to valuing equality, inclusion and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

### Curriculum Provided and Resources:

Children are to have equal opportunity and be actively encouraged to use all activities, regardless of their gender. Without indoctrination we aim to acknowledge festivals celebrated by families in our local community and in the wider society through stories, activities, foods and clothing which reflect the diversity of life.

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| Signed: ..... (Proprietor/Manager)                          |                                    |
| Signed: ..... (Deputy Manager)                              |                                    |