

# Petite Ambassadors Day Nursery

Future Leaders-Respect, Empathy and Excellence



## Equality and Diversity Policy

EYFS: 3.57, 3.67, 3.68

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## Equality and Diversity Policy

At Petite Ambassadors Day Nursery, we are committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Our aim is to provide an environment in which children feel secure, can flourish and where all contributions are valued; Include and value the contribution of all families to our understanding of equality and diversity;

Provide positive non-stereotyping resources and information about different ethnic groups and people with disabilities and gender roles; improve our knowledge and understanding of issues of equality and diversity; and make inclusion a thread which 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 1996;

Children Act 1989; 2004

Special Educational Needs and Disability Act 2001

Disability Discrimination Act 1995

Equality Act 2010

Special Educational Needs and Disability Code of Practice 2014

### **Admissions**

Our nursery is open to all members of the community.

- We advertise our services 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 base our admissions policy on a fair system.
- We do not discriminate against a child or family with a disability or refuse a child entry to the nursery because of any disability, ethnicity, religion, gender, social background.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the nursery and in the curriculum offered.
- We take action against any discriminatory behaviour by staff, parents or children including but not limited to name calling, threatening behaviour or offensive remarks.

### **Recruitment**

At Petite Ambassadors, we shall implement a fair recruitment policy.

Applicants from all backgrounds will be welcomed to apply and applications will be open to all who meet the criteria for each post.

All job descriptions will include a commitment to equality and diversity as part of their specifications.

Vacant positions will be advertised and all applicants will be judged against explicit and fair criteria to select candidates for interview and appointment against a set persons specification with questions at the Interview, about their awareness of equal opportunities issues.

The applicant who best meets the criteria will be offered the position, subject to references and checks by the Disclosure and Barring Service to ensure fairness in the selection process.

### **Training**

We seek our training opportunities for staff and volunteers to enable them to develop inclusive and anti-discriminatory practices which help all children to flourish

We review our practices to ensure that we are fully implementing our policy for equality and diversity

Children with medical needs are cared for by staff who have been trained to do so.

### **Curriculum**

The curriculum offered in the nursery encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to respect and empathise with others and to begin to develop the skills of critical thinking to achieve.

#### **We do this by:**

- Making children feel valued and good about themselves;
- Ensuring that children have equality of access to learning
- Reflecting the widest possible range of communities in the choice of resources;
- Avoiding stereotypes or derogatory images in the selection of materials;
- Finding out about and learning about a range of festivals and developing cultural awareness among adults and children
- 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;
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning;
- Undertaking an access audit to ensure that the nursery is accessible to all children and their families;
- Using means of communication to ensure everyone is included, e.g. Makaton signing.

#### **Valuing diversity in families:**

- We welcome the diversity of family life and work with all families
- We encourage children to contribute stories of their everyday lives
- 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 and can offer information about financial support if appropriate (or signpost to where information is available)

### **Food**

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

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

## Meetings

Meetings are arranged to ensure that all families may attend

Information about the running of the nursery is communicated in a variety of ways – written, verbal and in translation – to ensure that all parents have information about the nursery and its policies and procedures

## Anti Racist Strategy Aims

- Raise understanding and awareness of the nature of racism
- Accept responsibility for our actions and their effects on others
- Support people in exploring their own identity and understanding their own experience
- Develop the necessary skills, strategies and confidence for individuals, groups and organisations to combat racism
- Celebrate, share and build on good practice
- Increase understanding and respect for differences
- Change behaviour and attitudes
- Monitor and evaluate progress

## We will at Petite Ambassadors Day Nursery:

- Deliver activities which raise self esteem and aspirations
- Develop resources which celebrate cultural diversity and global awareness
- Develop resources and materials appropriate to a multi-ethnic community
- Support the development and activities to meet social, cultural and linguistic needs of children.
- Support children with English as an additional language, having key words written down for all staff to learn and know.
- Support other children in the setting with using words from different languages to encourage their understanding and awareness of these.
- Use picture cards and other forms of non-verbal communication such as Makaton to help children understand.

## Working with Parents and the Community

We will:

- Identify need for communication in community languages – written, audio-tapes and interpreting
- Organise events to celebrate cultural diversity
- Work with the Ethnic Minority Achievement Service as appropriate
- Support parents with English as an additional language with filling out forms and understanding meanings.
- Translate letters where necessary for parents and carers to understand.

## Working with Staff

We will:

- Encourage Staff to access relevant training
- Support the use of bilingual resources
- Make anti-racist values overt when working with children and adults

<b>This policy was adopted on</b>	<b>Signed on behalf of the nursery</b>	<b>Date for review</b>
September 2019		September 2020