

# Equalities Policy

ENCO coordinators: Susan McGeoch

SENCO coordinators: Susan McGeoch and Rebecca Brand

Currently at the Nursery we have a majority White British with a minority German and 1 black- British/ Jamaican.

We have an equal amount of boys to girls.

As a nursery we aim to continue to narrow the gap between boys and girls throughout 2020/21 by providing equality opportunities through training for staff and activities for the children. We also aim to stay accessible for all through accepting funding through the government for all children.

There are 9 protected characteristics under the Equality Act 2010

Age

Disability

Gender reassignment

Marriage and Civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

The legal frameworks for this policy include:

- Education Act 1996
- Special Educational Needs and Disability Code of Practice 2014
- Special Education Needs and Disability Regulations 2014
- Children and Families Act 2014
- Care Act 2014
- The Statutory Framework for the Early Years Foundation Stage

- Safeguarding Disabled Children-practice guidance 2009
- Children Act 1989
- Childcare Act 2006
- Equality Act 2010

### **English as an additional language**

We will value linguistic diversity and seek support for children and parents as required. We understand that young bilingual learners need time to observe, tune into the new language and try out things that are unfamiliar to them.

The setting will try to provide information in languages that reflect the needs of our families who speak English as an additional language.

Alongside valuing parent's home language, we will provide a range of meaningful contexts in which children have opportunities to develop English. English will be crucial as the language they use to access learning.

### **Inclusion**

We aim to provide a happy stimulating and secure environment for all children regardless of culture, background or disability, where individual abilities are recognised and children learn through first hand experiences, exploration, practice and discovery. Each person is regarded as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for. Nobody in the pre-school is subjected to discrimination, racist comments or gender bias. Cultural and religious diversity is respected. Inclusion is not optional, children have defined entitlements in this area and settings have legal responsibilities. During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. We challenge any discriminatory actions or comments made by staff or children. We acknowledge the diversity of our society and help prepare the children for their part in society. Staffs ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, race, beliefs, disability or social background. We explain why, talk things through, making it clear immediately the unacceptability of the behaviour and attitudes, by means of explanation rather than personal blame, and praise positive behaviour. We aim to treat our children with equal respect and provide a range of equipment resources and activities to meet their individual needs. We seek to respond to each child as an individual. We believe in adapting our practice to meet the needs of each child rather than just making children fit in with what we do. We work together with parents and professionals valuing their experience and contribution.

In order to promote Equality and Diversity we will:

- Ensure that all parents are made aware of our policy

- Offer equality and choice for all
- Access additional funding where necessary and available
- Reflect the diversity of members of our society in our publicity and promotional materials
- Ensure our admissions policy promotes equality for all families
- Not discriminate against a family or prevent admission to our setting on any grounds
- Provide opportunities for parents/carers to contribute to their child's care and education
- Use funding from the pre-school budget, where possible and as the budget allows, using for special educational needs including training
- Challenge inappropriate attitudes and practices by staff children and parent/carers

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- Listening to children and ensuring each child feels included, safe, valued and respected.
- Ensuring that all children have equal access to activities, resources and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Providing play materials/resources and activities that demonstrates diversity of background and ability, and help to develop positive attitudes to differences of race, culture, language, gender and ability.
- Avoiding stereotypical images in equipment, resources and activities.
- Using positive non-discriminatory language with all children.
- Valuing the home background of all children.

In order to meet the children's diverse needs we will endeavour to plan a wide range of challenging play opportunities to develop their knowledge and skills, develop motivation, self-esteem and concentration, provide a safe and supportive environment and provide support by different approaches, including additional adult help or other agencies where appropriate.

We are primarily concerned with identifying/planning to meet individual needs, providing a well-planned structured environment with access available for all children, providing a wide range of activities, resources and equipment, giving access to different types and levels of interaction and communication, identifying any specialist skills, methods or strategies, evaluating and recording individual learning and achievements.

The nursery aims to ensure two members of staff are ENCO trained at all times as well as two member of staff SENCO trained in order to keep high standards of equal opportunities.

### **British values**

We have a set of 4 British Values which are

Democracy-We make decisions together

The Rule of Law-We are encouraged and supported to respond to boundaries

Individual Liberty-We are actively encouraged to be independent

Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith-We are encouraged to be kind to our friends

Written by: Susan McGeoch

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