



Equality and Diversity at Little Willows

Statement of Intent

At Little Willows Day Nursery, we are committed to equal opportunities and anti-discrimination in all of our policies, procedures and practices. We will not discriminate against children, families, staff or any individuals visiting our nursery on the grounds of gender, race, disability, cultural or religious background, sexual orientation, and the use of English as an additional language or on any other grounds. We aim to provide a secure environment in which children can flourish, with all contributions being valued. We aim to ensure that all children's individual needs are met.

Little Willows Day Nursery works in accordance with all relevant legislation, including:

- Equality Act 2010
- Children's Act 2016
- Children and Families Act 2014
- Human Rights Act 1998
- Special Educational Needs and Disability Act 2001

At Little Willows Day Nursery, we believe that all of our activities should be open to all children and the adults committed to their care.

Equal Opportunities Co-coordinator

Within Little Willows, the role of Equal Opportunities Co-coordinator is held by;

***Bath Nursery- Olivia Sixsmith.
Corsham Nursery- Sophie Bower.***

Inclusion

All children have the right to be treated equally, regardless of race, sex, religion, culture or abilities. This also applies to the child's family background, home language, special educational needs or disabilities. All children have the right to be listened to and valued and as individuals. Children should be encouraged to recognise both their uniqueness and the qualities that they share with others around them. All children should feel included, safe and valued. This can be achieved by promoting equal opportunities and anti-discriminatory practice. This will encourage children to respect and celebrate diversity from the earliest age and develop as an individual, with their own cultural and spiritual beliefs. Every child should be encouraged to develop and learn without prejudice.

Admissions

Little Willows Day Nursery is open to all who wish to book a place for their child. Every family is welcomed equally and the admissions waiting list is based upon a first come first served basis.

The induction process of a new child and their families to the nursery ensures that all children and their parents/carers are treated as individuals and respected. By adding in details of religions, cultural or family background or any additional needs, we can ensure that the child's individual requirements are being met. All staff, parents and external agencies when necessary, will be provided with the same information.

Each child will have the same opportunities to experience a challenging and enjoyable programme of development and learning, where no child will be made to feel different or left out.

Special Needs

The management and staff of Little Willows Day nursery recognise that there is a wide range of needs that are specific to each individual child. We will consider all needs of the children in our care and ensure that everything possible is being done to meet these needs as they arise. All planning of activities will take into consideration any special educational needs or disabilities of the children and staff involved and extra provisions will be in place to ensure children and staff can be included in the activity.

The role of Special Educational Needs Co-coordinator within Little Willows is held by:

Bath Nursery: Laura Rogers and Jessica Jardine.

Corsham Nursery: Alyce Day-Cook.

Food and Diet

The staff will work closely with parents/carers to ensure that children's medical, cultural or religious needs are met regarding their diet. Dietary forms are available on request for parents/carers to update information when required. Every effort is made to ensure that the food provided within the nursery promotes all children's health and well-being whilst respecting their individual needs.

Curriculum and Resources

All children are respected, with their individuality and potential being recognised, valued and nurtured. Activities and the use of play equipment offer children the opportunity to develop in an enabling environment, free from prejudice and discrimination. Children are offered various opportunities to explore, acknowledge and value the diversity in the world and their surrounding community.

Little Willows Day Nursery follows the Early Years Foundation Stage framework whilst planning the activities for all children within the nursery, guaranteeing that children's individual educational and developmental needs are being met, incorporating children's interests and family backgrounds, including family's festivals and celebrations.

Resources within the nursery are selected to give the children in our care, a balanced view of the world and an appreciation of the rich diversity of our multi-racial and multi-cultural society. The resources and play equipment provided are age appropriate.

Little Willows staff are committed to working with various external agencies and families to ensure equality of opportunity and inclusive practice.

Festivals and Major Events

At Little Willows Day Nursery, our aim is to demonstrate a respectful awareness of all of the major events and festivals in the lives of the children and families in our society and welcome the diversity of the backgrounds from which these events originate. Activities and displays positively

reflect the history and culture of living in a multi-cultural society.

Partnership with Parents

The staff at Little Willows will make every effort to ensure that parents/carers have an equal opportunity to meet with us, ensuring that times, dates and venues will be chosen to guarantee that all parents wishing to attend have the opportunity to do so.

All parents/carers are made aware of the procedure they can follow if they feel they need to make a complaint. All parents are also regularly offered feedback forms to ensure that they have their say on what they like about the care provided and what they feel could be improved.

Employment and Staffing

All new staff will be recruited through the use of an open advertisement in the local press. All applicants will be offered a fair interview process, ensuring that the right person fills the position available. All staff will have proper contracts and terms and conditions of employment and will all be treated equally.

All staff will go on continuous training courses, led by early years professionals, to ensure that the knowledge they have is up-to-date and correct and that they are a positive role model to the children in their care. All staff are first aid trained.

All practitioners are made aware that a commitment to the implement of Equal Opportunities, throughout the nursery, is a part of their job description. This also applies to any students or visitors to the nursery.

Intervention, Challenging Discriminatory and Prejudice Behaviour

Any discriminatory language, Behaviour or remarks demonstrated by any child, parent/carer, staff or visitor to the nursery is unacceptable and will be dealt with immediately and appropriately, ensuring that confidentiality and each individuals self-esteem is respected. Staff present must also ensure that clear reasons and explanations are given to the persons involved explaining how we should respect the diversity of all around us. Staff will be aware of how to respond to discrimination remarks and prejudiced Behaviour appropriately.

Reviewing, Monitoring and Evaluating the Effectiveness of Inclusive Practices

Inclusive practices will be monitored, reviewed and evaluated by the means of a regular audit, carried out by the Equal Opportunities Co-coordinator and the Nursery Manager, whilst consulting the rest of the staff during a staff meeting, roughly every 12 weeks. After the audit, the two will work together to devise an action plan for the improvement of our practices.

January 2020