



## Flo's Nature Nursery

### Valuing Diversity and Promoting Inclusion and Equality Policy

#### Policy statement

We are committed to ensuring that our service is fully inclusive in meeting the needs of all children and adults in the setting. It underpins Flos' overall equality policy, specifically for Flos' Nursery.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in a range of family structures. Children may have close links or live with extended families of grandparents, aunts, uncles and cousins; while other children may be more removed from close kin, or may live with other relatives or foster carers. Some children come from families who experience social exclusion, hardship, discrimination and prejudice because of their ethnicity, disability, the languages they speak, their religious or personal beliefs, their gender, their sexual orientation and marital or economic status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children's learning, attainment and life outcomes.

We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families using our setting. We aim to:

- promote equality and value diversity within our service and foster good relations with the local community;
- actively include all families and value the positive contribution they make to our service;
- promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- provide a secure and accessible environment in which every child feels safe and equally included;
- improve our knowledge and understanding of issues relating to anti-discriminatory practice,

- challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
  - age;
  - gender;
  - gender reassignment;
  - marital status;
  - pregnancy and maternity;
  - race;
  - disability;
  - sexual orientation; and
  - religion or belief.
- where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportionate representation within the service or need different things from the service.

## **Procedures**

### ***Admissions***

Our setting is open and accessible to all members of the community.

- We base our Admissions Policy on a fair system.
- We do not discriminate against a child or their family in our service provision, including preventing their entry to our setting based on a protected characteristic as defined by the Equality Act (2010).
- We advertise our service widely.
- We provide information in clear, concise language, whether in spoken or written form and provide information in other languages (on request, where ever possible).

- We reflect the diversity of our community and wider society in our publicity and promotional materials
- We make reasonable adjustments to ensure that disabled children can participate successfully in the services and in the curriculum offered by the setting.
- We take action against any discriminatory, prejudice, harassing or victimising behaviour by our staff, volunteers or parents
- Offensive or threatening materials or threatening behaviour are unacceptable on, or around, our premises and will be dealt with immediately and discreetly by asking the adult to stop using the unacceptable behaviour and inviting them to read and to act in accordance with the relevant policy statement and procedure. Failure to comply may lead to the adult being excluded from the premises.

### ***Employer Duties***

- We promote equality across all groups of our workforce
- Our recruitment and retention is fair and open and we will monitor the process.
- Applicants are welcome from all backgrounds and posts are open to all.
- We promote dignity at work and offer development opportunities to staff
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.

### ***Training***

- We seek out training opportunities for our staff and volunteers to enable them to develop anti-discriminatory and inclusive practices.
- We ensure that our staff are confident and fully trained in administering relevant medicines and care procedures on children when these are required.

## ***Curriculum***

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self esteem, empathy, critical thinking and reflection.

We ensure that our practice is fully inclusive by:

- creating an environment of mutual respect and tolerance;
- modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- positively reflecting the widest possible range of communities within resources;
- avoiding use of stereotypes or derogatory images within our books or any other visual materials;
- celebrating locally observed festivals and holy days;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning;
- ensuring that disabled children with and without special educational needs are fully supported;

We will ensure that our environment is as accessible as possible for all visitors and service users. We do this by:

- We will ensure the setting is accessible to disabled children and adults. We will make reasonable adjustments to accommodate any additional needs of disabled children and adults.
- fully differentiating the environment, resources and curriculum to accommodate a wide range of learning, physical and sensory needs.

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

- We welcome 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 mothers, fathers and other 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 encourage their full inclusion.
- We offer information regarding sources of financial support for childcare.
- We take positive action to encourage disadvantaged and under-represented groups to use the setting.

### ***Food***

- We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met wherever possible.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

### ***Monitoring and reviewing***

- So that our policies and procedures remain effective, we monitor and review them frequently to ensure our strategies meet our overall aims to promote equality, inclusion and to value diversity.
- We provide a complaints procedure and a complaints summary record.

**Date of issue:** September 2018

**Date last approved by Flo's trustees:** September 2020

**Date to be reviewed:** September 2021

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