

The Strawberry Patch Nursery & Pre School
4.3 Equality of Opportunities
(Equality, Diversity and Inclusion)
Policy

Policy Statement

“The Strawberry Patch is committed to safeguarding and promoting the welfare of children, young people and adults at all times and expects everybody working within this setting to share this commitment”

In our setting we ensure our service is fully inclusive in meeting the needs of all our stakeholders. Our setting is committed to anti discriminatory practice to promote equality of opportunity and valuing diversity for all staff, children and their families, and will give due regard to age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, sexual orientation, children’s rights, race, religion or belief, sex and sexual orientation.

Norfolk Inclusion Statement

‘The process of taking the necessary steps to ensure that every young person is given an opportunity to develop socially, to learn and to enjoy community life.’

We aim to:

- Provide a secure and accessible environment in which all our children can achieve and in which all contributions are considered and valued.
- Improve our knowledge and understanding of issues of anti-discriminatory practice promoting equality and valuing diversity through training.
- Make inclusion a thread that will run through all the activities of the setting.

Procedure

Admissions

- We base our admissions on a fair system.
- We actively promote non-stereotyping regarding gender roles, diverse ethnic and cultural groups and people with impairments.
- Information, written and spoken, is clearly communicated.
- The medical, cultural and dietary needs of children, families and adults working in the setting will be met. If required all staff will have training to meet those needs.
- We ensure all parents/carers are aware of our equality of opportunity policy.
- We do not discriminate against a child with disabilities or refuse entry to our setting for any reasons relating to their disability.
- We do not discriminate against any child or their family, or prevent entry to our setting on the basis of sex, colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.

Valuing diversity in families

- We welcome the diversity of family lifestyles and will work with the families where possible.

- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- When we refer to 'parents' we mean both mothers and fathers, these include both natural and birth parents as well as step parents and those who do not live with their children, but have contact with them and play a part in their lives. 'Parents' also includes same sex parents as well as foster parents.
- We seek to enable adults with disabilities to take part in our setting where it is safe and reasonable to do so.
- We would actively make reasonable adjustments to the environment and resources to accommodate learning for the children and adults with physical and sensory disabilities.
- We encourage children and families to share stories of their everyday life with the setting.
- We ensure that the EYFS framework is inclusive of children with special educational needs and children with disabilities.
- Through the EYFS framework we follow at our setting we encourage children to develop positive attitudes about their own identity as well the identity of other people who are different from themselves.
- We plan our activities to extend the children's experience and knowledge of their own and other cultures, languages and celebrations.
- We ensure that the activities and resources reflect the diversity of our society not just our setting.
- We encourage children to explore in a positive way the difference and diversity of people by ensuring the representations of people are accurate and realistic i.e. dolls, puppets, models, displays and books.
- We support children in acknowledging and expressing their cultural and religious identity by providing a range of appropriate resources and activities.
- We ensure that all children have equality of access to play and learning through our resources.
- We aim to ensure EAL children have full access to the EYFS framework and are supported in their learning.
- We offer EAL family's means to ensure their full inclusion.
- Parents/carers are kept informed of what is happening in the setting via a termly newsletter, emails, posters or communication with the key persons.
- Discriminatory behaviour or remarks are unacceptable in our setting and will be challenged and dealt with by the named setting **ENCO Emma Marsh (Owner/Manager)** or **Rachel Baillie (Operations Manager)** and will be responded to in a way that is sensitive to the feelings of the victim and help those responsible to understand and overcome their prejudices.

Food

- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of the children are met.
- We help children learn about a variety of food, and cultural approaches to meal times and eating and to respect the differences among them

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post subject to two references and checks by the Criminal Records Bureau. This ensures a fair selection process.
- We monitor our application process to ensure that it is fair and accessible.

Training

- Our staff are offered training opportunities to enable them to develop anti-discriminatory and inclusive practice.
- We review our practices in our setting to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.
- We monitor our practice and have regular meetings to discuss and decide how to improve our practice and procedures making sure we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Signed: *RBaillie*

Date: September 2020

Review Date: September 2021