



Inclusion and Equality Policy

Little Bicks works in accordance with all the relevant legislation

These include:

- Equality Act 2010
- Special Educational Needs and Disability Act 2001.
- Race Relations Act 1976, 2000
- Sex Discrimination Act 1986
- Children Act 1989
- Human Rights Act 1998
- The Employment Equality Age Regulations 2006

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in or volunteer to help with, our Nursery have an equal chance to do so. We acknowledge the benefits of a mixed – age workforce and recognise children must learn about the importance of diversity.

What we aim to do

- Provide a secure environment in which all children can flourish and in which all contributions are valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about people with disabilities and different ethnic groups.
- Improve our knowledge and understanding of issues of equality and diversity.
- Make inclusion a thread which runs through all of the activities of the preschool.

How we will achieve this

- The ethnic origins of staff, children and their families will be respected and reflected.
- Every person's cultural and linguistic background should be recognised and celebrated.
- Ability - we acknowledge children attending our nursery have individual strengths and weaknesses which staff will identify and support.
- Gender - all individuals entering our nursery will be treated equally and fairly regardless of their gender.
- Age - we value staff/parents/carers of all ages and recognise their different contributions are equally valuable.
- Help children to understand that discriminatory behaviour and remarks are unacceptable.

- Create an environment of mutual respect and tolerance.

Families joining Little Bicks are made aware of its equal opportunities policy.

Admissions (see admissions policy)

We do not discriminate against a child with a disability, we do ensure that we can meet the child's needs in order to offer a place. 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 the curriculum offered.

Employment

The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Training

We seek training opportunities for staff and volunteers to enable them to develop practices, which enable all children to flourish. Our practices will be reviewed to ensure that we are fully implementing our policy for equality and diversity.

Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. Children will be educated on a wide range of religious festivals.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Valuing Diversity in Families

- The nursery recognises that many different types of family successfully love and care for children.
- We encourage children to contribute their home life into the nursery.
- We welcome parents/carers to be included in the life of the nursery.

- For families whose first language is not English we value the contribution of their language and culture.

Food

Medical, cultural and dietary needs will be met. We teach children about a range of food and integrate different cultural approaches to mealtimes and eating and to respect the differences among them.

Parental Involvement

Parent's opinions are valued and where possible integrated into the nursery. The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the nursery.

Date policy was reviewed	March 2023
This policy is due for review before	March 2024