



LITTLEVIEW DAY NURSERY

EQUALITY AND INCLUSION POLICY

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Introduction

We aim to provide equality of opportunity for all children and families and work in accordance with relevant legislation, including:

1. The Equality Act 2010 incorporating Disability, Discrimination Act
2. Special Educational Needs and Disability code of Practice: 0 – 25 years 2014
3. Children and Families Act 2014
4. Special Educational Needs and Disability Regulations 2014
5. Statutory Framework for the Early Years Foundation Stage 2021-(1.1-1.17; 2.4-2.6; 3.1-3.68; 3.80)
6. Working together to Safeguard Children 2015
7. United Nations Convention on the Rights of the Child
8. Children Act 1989, 2004
9. Childcare Act 2016
10. Education Act 2011
11. General Data Protection Regulations (GDPR) 2018
12. Freedom of Information Act 2000

The designated Officer for Equality & Inclusion is Lisa Ayling

This policy should be read alongside our policy on Dealing with Discriminatory Behaviour.

- Littleview is welcoming of all children, their families and staff, that attend or visit the nursery irrespective of ethnicity, culture, religion, home language, family background or structure, learning abilities or disabilities, special health or medical need, class, pregnancy or maternity, sexual orientation or gender. Respect and dignity to all and for all is at the heart of our practice.
- We believe that all children have the right to the highest quality care and education and that effective, inclusive practice provides all children with access to opportunities and support during the earliest most influential years of their learning and growing.
- Littleview staff continuously monitor, self-evaluate and reflect on their practice. Training provides opportunities to achieve this and enable the environment and staff practice to enhance the learning and development of all the children.

Aims

- Littleview Day Nursery aims to enhance the development and education of children in their early years through providing them with a nurturing environment, providing inclusive activities and experiences that will give them the opportunity to reach their full potential. This will be achieved through, close partnership with parents/carers, extended family and other childcare provisions and professionals that children may access.
- All children have a right of full access to early years care and education through the Early Years Foundation Stage.
- 'The Early Years Foundation stage, 2021, supports an integrated approach to early learning and care. It gives all professionals a set of common principles and commitments to deliver quality early education and childcare experiences to all children.' EYFS, 2021
- Littleview provides a safe environment where parents, staff and children can learn about each other's differences and similarities and learn to empathise and value each other.
- Littleview Day Nursery is committed to working closely with parents/carers and ensuring they are involved in all decisions that affect their children's education.
- Littleview Day Nursery is committed to providing an environment where positive attitudes to diversity and differences are embraced and where all contributions are valued. Through the

delivery of the Early Years Foundation stage, we ensure every child is included and every child grows and learns from the earliest age to value diversity and make a positive contribution to society.

- Through regular observations, assessments, self-evaluation and close partnership with families we aim to support all children in their individual learning, development and care needs.
- Littleview will comply with the main duties set out in the Equality Act 2010.
- ✓ Eliminate unlawful discrimination, harassment or victimisation
- ✓ Advance equality of opportunity between people who share a protected characteristic, and those who do not
- ✓ Foster good relations between people who share a protected characteristic, and those who do not
- Littleview Day Nursery focus on each child as an individual and they are fully supported in their learning, development and care needs.
 - ✓ We aim to remove and help overcome barriers for children where these already exist;
 - We are alert to the early signs of needs that could lead to later difficulties, responding quickly and appropriately, involving other agencies as necessary.
- Littleview Day Nursery will provide, within available resources the highest possible quality, support and inclusive care and education for children with SEND.
- Littleview is a Unisef Bronze Rights Respecting Nursery achieving this award in 2021. We are working towards their silver award

Admissions

- Interest in Littleview is welcomed from any parent who are permanently employed within a Kent school or academy (Please refer to Littleview's Admissions Policy/Priority list)

Employment / Staff / Training

- In accordance with Hillview School for Girls Recruitment Policy, any job vacancies will be advertised and applicants judged against explicit and fair criteria

The nursery will appoint the applicant who best meets the criteria subject to references and DBS checks.

- All Staff will be kept informed; required to attend training courses and seek promotion when a position of interest becomes available. Training will be accessed for staff who have identified their need/require support to improve/enhance their knowledge/expertise.
- There is an expectation that staff will always behave in a professional manner, follow this Equality and Inclusion Policy and be consistent, sensitive and fair. Staff are expected to actively challenge gender, cultural and racial stereotyping and help children gain an understanding of people, families and communities beyond their immediate experience.
- Staff should be confident, committed and competent in their own knowledge about diverse cultural groups ensuring that their knowledge is current and consider and reflect upon their own attitudes to people who are different from themselves.

- Commitment to implementing the Littleview Day Nursery's Equality & Inclusion Policy will form part of the job description for all workers. This will be discussed in detail during the induction process for new staff and during termly supervision
- It is our policy not to discriminate in the treatment of individuals. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. They are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds specified in this policy and recognise and celebrate other cultures and traditions. All staff are expected to participate in equality and inclusion training.

Staff will follow the 'Dealing with Discriminatory Behaviour' policy where applicable to report any discriminatory behaviours observed.

Early learning framework

We follow the Early Years Foundation Stage and ensure that all learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. Our curriculum encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- ✓ Identifying a key person to each child who will ensure that each child's care is tailored to meet their individual needs and continuously observe, assess and plan for their learning and development (see Key person procedure)
- ✓ Listening to children (verbally and non-verbally) and making children feel included, valued and good about themselves
- ✓ Ensuring that we know what each child knows and "can do" and have equal access to tailored early learning and play opportunities
- ✓ Reflecting the widest possible range of communities in the choice of resources
- ✓ Avoiding stereotypical or derogatory images in the selection of materials
- ✓ Acknowledging and celebrating a wide range of religions, beliefs and festivals
- ✓ Creating an environment of mutual respect
- ✓ Supporting children to talk about their feelings and those of others, manage emotions and develop empathy
- ✓ Helping children to understand that discriminatory behaviour and remarks are unacceptable (see policy on discriminatory behaviour)
- ✓ Knowing children well, being able to meet their needs and know when they require further support
- ✓ Ensuring that all early learning opportunities offered are inclusive of children with special educational needs and/or disabilities and children from disadvantaged backgrounds (See SEND Policy)
- ✓ Ensuring that children whose first language is not English have full access to our early learning opportunities and are supported in their learning
- ✓ Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made (see Parents as Partners policy)
- ✓ Ensuring the medical, cultural and dietary needs of all children are met and help
- ✓ Children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

Working in partnership with Parents

Littleview Day Nursery recognise that parents play an integral part in children's well-being, learning and development. We welcome, value and respect parents as children's first and most enduring educators. We understand that working closely with parents and their families is vital for the identification of children's learning and care needs and will support a quick response to any area of particular difficulty. We understand the importance on a Childs well-being of sharing information verbally, written and translated with families and offering support for extending learning at home and

enable parents and relatives to have access to all the information they require. (The online assessment tool Tapestry can be accessed by parents/carers and up to 4 other relatives-once written permission form parents is sought) parents/carers will be made fully aware and involved in the transitional arrangements for their children as they progress through the nursery. (See Littleview Day Nursery's working with Parents procedure in the EYFS Policy)

Term 2, 4 & 6 'spotlight reviews' are carried out on all children and shared with parents at parents meetings and the Statutory 'Progress check' is completed on children between their 2nd and 3rd Birthdays, usually when they make the transition to the toddler/preschool room. These are shared with parents in conjunction with the child's key person and their future key person. All assessments support staff in identifying children's areas of need and informs specific next steps for individual children and highlight areas in which the nursery team need to reflect, evaluate or develop the provision.

Special family events and cultural and religious celebrations

Littleview's aim is to show respectful awareness of all the major events in the lives of the children and families in the nursery and in society as a whole and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to:

- Acknowledge all the events which are celebrated by families involved in the nursery. Parents are encouraged to share and inform Littleview Day Nursery of special events/celebrations that may be coming up verbally or through their online home/nursery Tapestry.
- Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families, and others, and will be introduced where appropriate to the stories behind the celebrations.
- Before introducing an event with which the adults in the nursery are not themselves familiar, appropriate advice will be sought from parents and other people who are familiar with that celebration.
- Children and families who at home are celebrating events with which the rest of the nursery may not be familiar will be invited to share with the rest of the group, if they themselves wish to do so.
- Children will be encouraged to value significant celebrations.
- Children will be supported and encouraged to take part in a variety of multicultural themes and activities including:
 - ✓ Introducing children to a range of cultures and religions, taking part in listening to stories, listening to music, dancing and eating foods from a range of cultures. We will use resources in role-play that reflect a variety of cultures, such as clothes, symbols, artefacts, etc.
 - ✓ Extend children's knowledge of cultures within and beyond the setting through books, videos, photographs; listening to simple short stories in various languages; having visitors in, going on outings and handling diverse artefacts.
 - ✓ Ensure that any cultural assumptions and stereotypes that are already held are countered in activities.

Special Educational Needs and Disability- (see Littleview Day Nursery's SEND Policy for full information)

- Children with special educational needs will be welcomed into Littleview Day Nursery and their learning and developmental needs met. We aim to provide an inclusive curriculum following the Early Years Foundation Stage, 2021. No child will be discriminated against because of Special Educational needs or disability. We will ask that parents give as much notice as possible for a child with disabilities or SEN to enable Littleview staff to explore how we can provide most effectively for that child. (See SEND POLICY for full guidance)

Discriminatory Behaviour-Remarks (Read our Policy on Discriminatory Behaviour)

- All stakeholders should be aware that attitudes or action based on racial prejudice are unacceptable with Littleview Day Nursery and Hillview School for Girls. Any seriously inappropriate racist or sexist remarks made by any stakeholder will be recorded and may lead to formal action being taken

Language

- Littleview will provide information in languages that reflect the needs of the families who use the nursery who speak English as an additional language.
- Bilingual/multilingual children and adults are an asset, they will be valued, and their languages recognised and respected in the nursery. We understand that bilingual children need time to observe and tune into a new language and try out things that are unfamiliar to them.
- Littleview will value a family's home language and provide a range of meaningful activities and resources in which children have the opportunity to develop English. English will be crucial as the language they use to access learning.
- Parents/carers who are experiencing difficulties with the English language, both spoken and written, will be offered support

Food

When children are admitted to Littleview Day Nursery parents will be consulted regarding their children's dietary requirements i.e., allergies/intolerances/religious requirements. All new staff will be made aware of individual children's dietary needs during their induction.

(See Food and Drink Policy)

Complaints Procedure

If a parent/carer or member of staff is dissatisfied with the provision they should contact the nursery manager in the first instance following Littleview Day Nursery's complaints procedure which is displayed in the entrance hall, and within the parent handbook; within the policy folder and Littleview web page.



**Littleview Nursery/ Hillview Trustees'
Equality and Inclusion Policy**

Main Compiler: Vicki Beebe/ Rachel Carlow/ Carina Law

Date of approval by Hillview Trustees: 2001

Consulted: Most recent update: March 2023

Full Trustees:

Anticipated review date: March 2024