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## **INCLUSION, EQUALITY AND DIVERSITY POLICY.**

We actively promote inclusion, equality of opportunity, the valuing of diversity, and British values.

We welcome the diversity of family lifestyles from all members of our community and work with all families. Every child is a unique child, and we will make them feel valued and included. We regularly update our knowledge and understanding of the major World faiths and acknowledge that even within faith groups there are variations in the details of beliefs. No faith can say “everyone believes that ..... “ or “everyone believes in this way....”

We are careful not to make assumptions about minority groups within faiths, and try not to assume their views are those of all within that faith group, e.g. ‘all protestants and Catholics in N. Ireland do not mix’.

Social and emotional development is shaped by early experiences and incorporates elements of equality and British and universal values. The EYFS supports children's earliest skills so that they are able to listen and attend to instructions, know the difference between right and wrong, recognise similarities and differences between themselves and others, make and maintain friendships, develop empathy and consideration of other people, take turns in play and conversation, avoid risk, and take notice of rules and boundaries, learn not to hurt or upset other people with words or actions, understand the consequences of hurtful/discriminatory behaviour.

We provide a secure environment in which all children can flourish, and all contributions are valued.

We encourage children to contribute stories of their everyday life to the setting and encourage parents/carers to take part in the life of the setting and to contribute fully.

For families where English is not the first language, we will develop means to ensure their full inclusion, providing information in their home language.

We provide resources, equipment and information that promote a positive image of gender roles, ethnic and cultural groups and people with disabilities and adapt our setting to ensure that people with disabilities can participate fully in the setting

### **Staff –**

It is the policy of Christchurch Pre-school Nursery 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. All staff 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.

**Discriminatory and/or threatening behaviour is not acceptable from any person at our setting and would be dealt with in the appropriate manner.**

Within the setting, we consider the details of everyday practice like diet and dress, or other aspects of religious activity and related cultural tradition that parents may consider very important and will always respect parents' wishes as long as it does not create a health and safety issue.

**Curriculum -**

We recognise different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest opportunity to develop their skills and abilities. We celebrate locally observed festivals, positively reflecting the widest possible range of communities with our planning and resources.

**Food –**

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. 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.

**The legal framework for this policy is based on:**

- Special Education Needs and Disabilities Code of Practice 2015
- Children and Families Act 2014
- Equality Act 2010
- Childcare Act 2006
- Children Act 2004
- Care Standards Act 2002
- Special Educational Needs and Disability Act 2001.

This policy was reviewed, updated at a meeting of Nursery committee held on 03/02/23

Signed:

Manager

Committee member