Equal Opportunity and Diversity Policy

Learning Steps believes in equal opportunities which is an entitlement for all, whether staff, children, parents or visitors. We believe that all children should have access to all aspects of pre-school activities, relevant to their needs, regardless of: .Race .Gender, Religion, Culture Age, Disability, Academic ability, Socio-economic background, Sexuality.

**The staff**

At Learning Steps intend to help all pupils develop an awareness of an increasingly diverse society, and presenting the world as it is and as we would like it to be. We do this by ensuring that all children within the Pre-school are encouraged to act as a community, which is fair and inclusive for all.

We make sure that all the children’s names are accurately recorded and correctly pronounced. Children are encouraged to accept and respect names from other cultures. Learning Steps celebrate a range of cultural celebrations to encourage respect for all as part of our continuous provision and with British values in mind.

**We aim to:**

• Ensure that all children have equal access to all activities provided in the Pre-school setting.

• Ensure that all members of staff and children are sensitive to the needs of others. This includes those groups, which may be discriminated against.

• Make the premises as accessible as possible to all members of the Preschool.

• Ensure that the staff and management committee reflect the makeup of the local community.

* Challenge and discriminate discriminatory actions.
* Make inclusion a thread that runs through all the activities of the nursery.

**Staff**

All staff will be entitled to performance reviews. Job descriptions will reflect the unique differences in responsibilities that all staff 0f Learning Steps have. We expect all staff to be constantly aware of their own expectations, behaviour and not reinforce cultural and gender stereotypes.

**Resources**

Whenever possible staff will ensure that resources used are culturally diverse and non-sexist, containing positive images of all groups. Diversity in values and lifestyles should be acknowledged, and evident in the moral stories and information offered to the children through displays and activities.

**Monitoring/ Evaluation.**

All children need to achieve their full potential. Their progress will be monitored through the observation, assessment and planning cycle. The children’s next steps in learning will be planned for under the statutory requirements of the EYFS and using Development matters, Early Years Outcomes and Early Learning Guidelines. Activities and experiences that are planned or unplanned (child-led) will have a strong focus on British values where appropriate and necessary. We intend to offer help and give support to parents/carers/child at the earliest possible point if required under the Special Educational Needs and Diversity Reforms 2014 – (SEND).

**Childs voice**

We follow the interests of the children when planning and listen to their views on activities that are available. Children can share problems, issues and ideas with staff and staff encourage this. Planning is then amended and all activities are planned to follow children’s interests, experiences, thoughts and ideas.

**Diversity**

Our Nursery is open to all members of the community.

• We advertise our service widely

• We reflect the diversity of members of our society in our publicity and promotional materials.

• We provide information in clear, concise language, whether in written or spoken form.

• We base our admissions policy on a fair system.

• We do not discriminate against a child or their family, or prevent entry to our setting on the basis of colour, ethnicity. Religion or social background, such as being a member of the travelling community or an asylum seeker.

• We do not discriminate against a child with a disability or refuse a child entry to our nursery because of any disability.

• We are unprejudiced to diversity in individuals both children and adults, and therefore all types of person may participate in an appropriate manner in our nursery.

• We make sure that all parents are aware of our equal opportunities policy.

**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 references and checks by the Criminal Records Bureau. This is in accordance with requirements under the Safeguarding Vulnerable Groups Act 2006 for the vetting and barring scheme.

• This ensures fairness in the selection process.

• All job descriptions include a commitment to equality and diversity as part of their specifications.

• We monitor our application process to ensure that it is fair and accessible.

**Valuing diversity in families.**

• We welcome the diversity of family life and work with all families.

• We encourage children to contribute stories of their everyday life into the nursery.

• We encourage parents/carers to take part in the life of the nursery and to contribute fully.

• For families who speak languages in addition to English, we will develop a means to ensure their full inclusion .i.e. staff available for translation.

• We offer a flexible payment system for families of differing means.

**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, cultural approach to snack time and eating and respect the differences among them.

**Monitoring and Reviewing**

• To ensure that our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity. • We provide a complaints procedure and a complaints summery record for parents to see.

This policy was adopted in June 2019

Review date: June 2020