

Equal opportunities
Equal opportunities and inclusion policy

*“To help little toes step into a brighter future, by providing a rich and **inclusive** learning environment” (TT Nursery 2023).*

Twinkle Toes Nursery aims to be an inclusive nursery. We actively seek to remove the barriers to learning and involvement that can delay or exclude individual children, or groups of children. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our nursery:

- Girls and boys.
- Minority ethnic and faith groups.
- Children who need support to learn English as an Additional Language.
- Children with Special Educational Needs.
- Gifted and talented children.
- Children who are at risk of disaffection or exclusion.
- Travellers and asylum seekers.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs, and values. They may grow up in family structures that include one or two parents of the same or different sex. Children may have close links or live with extended families of grandparents, aunts, uncles, and cousins; while other children may be more removed from close kin or may live with other relatives or foster carers. Some children come from families who experience social exclusion, severe hardship; discrimination and prejudice because of their ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination linked to their gender and some women are discriminated against because of their pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children’s learning, attainment, and life outcomes.

In line with the Early Years Foundation Stage (EYFS), Twinkle Toes Day Nursery believes that all children are individuals and have an equal right to be listened to and be valued.

Nursery practitioners ensure all children can reach their full potential and ensure children and their families are treated regardless of race, sex, disability, age, religion, or sexual orientation. Twinkle Toes Day Nursery is committed to providing an inclusive environment that celebrates diversity and works with parents/carers to ensure that every child can access nursery care and education that stretches their learning and development.

We aim to:

- Promote equality and value diversity within our service and foster good relations with the local community.
- Actively include all families and value the positive contribution they make to our service.
- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms.
- Provide a secure and accessible environment in which every child feels safe and equally included.
- Improve our knowledge and understanding of issues relating to anti-discriminatory practice.

Who is responsible for the implementation of the policy?

All practitioners will be involved in developing and implementing the Equal Opportunities policy. **Sumaya Ahmed** is the designated practitioner with responsibility for equal opportunities.

Admissions

Twinkle Toes Day Nursery is open and accessible to all members of the community.

- We do not discriminate against a child or their family in our service provision.
- We advertise our service widely.
- We will provide information in clear, concise language, whether in spoken or written form and provide information in other languages (wherever possible).

- We reflect the diversity of our community and wider society in our publicity and promotional materials.
- We provide information on our offer of provision for children with special educational needs and disabilities.
- We make reasonable adjustments to ensure that disabled children can participate successfully in the services and in the curriculum offered by the setting.
- We ensure, wherever possible, that we have a balanced intake of boys and girls in the setting.

We act against any discriminatory, harassing, or victimising behaviour by our staff, volunteers, or parents. This includes:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from a disability.

Employment (Please see our Safe Recruitment Policy for more information)

Induction

Practitioners are informed of the Equal Opportunities policy on induction.

On-going Training

- Practitioners are informed and updated on new legislation and are trained accordingly.
- Practitioners are given the opportunity to attend courses for personal development and to improve their knowledge about inclusion. This area of practice is revisited on a regular basis to ensure that all practitioners are reminded of the nursery's policy and procedure and can behave appropriately.
- The nursery will review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Promoting Equality.

Curriculum- see curriculum policy.

The nursery ensures that our practice is fully inclusive by:

- Creating an environment of mutual respect and tolerance.
- Modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Positively reflecting the widest possible range of communities within resources.
- Avoiding use of stereotypes or derogatory images within our books or any other visual materials.
- Celebrating locally observed festivals and holy days.
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- Ensuring that disabled children with and without special educational needs are fully supported.
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

Environment

We will ensure that our environment is as accessible as possible for all visitors and service users. We do this by:

- Undertaking audits to establish if the setting is accessible to all disabled children and adults. If access to the setting is found to treat disabled children or adults less favourably, then we will make reasonable adjustments to accommodate the needs of disabled children and adults.
- Fully differentiating the environment, resources, and curriculum to accommodate a wide range of learning, physical and sensory needs.

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.

Language

Information, written and spoken, will be clearly communicated in as many languages as possible. It will be acknowledged that not all carers will have good reading or writing skills and verbal explanations may be more appropriate than written communication. Bilingual/multilingual children and adults are an asset. They will be valued, and their languages recognised and respected in the nursery.

Teaching

At the nursery we aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. We analyse the attainment of different groups of children to ensure that all children are achieving as much as they can. We also make on-going assessments of each child's progress. Practitioners use this information when planning. It enables practitioners to consider the abilities of all the children in the setting.

When the attainment of a child falls significantly below the expected level, practitioners enable the child to succeed by planning work that is in line with that child's individual needs. Where the attainment of a child significantly exceeds the expected level of attainment, practitioners use appropriate resources and learning styles, and extend the breadth of work within the area or areas for which the child shows ability.

The practitioners ensure that children:

- Feel secure and know that their contributions are valued.
- Appreciate and value the differences they see in others.
- Take responsibility for their own actions.
- Participate safely, in clothing that is appropriate to their religious beliefs.
- Are taught in groupings that allow them all to experience success.
- Use materials that reflect a range of social and cultural backgrounds, without stereotyping.
- Have a common curriculum experience that allows for a range of different learning styles.
- Have challenging targets that enable them to succeed.
- Are encouraged to participate fully, regardless of disabilities or medical needs.

Valuing diversity in families

The nursery recognises that many different types of family successfully love and care for children. (How do you show that you value differences, ensure good communication and liaise with parents to ensure children's records contain relevant information?)

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage mothers, fathers, and other carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will develop means to encourage their full inclusion.
- We offer a flexible payment system for families experiencing financial difficulties and offer information regarding sources of financial support.
- We take positive action to encourage disadvantaged and under-represented groups to use the setting.

Special needs

The nursery recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. Please see the Special Educational Needs Policy for further information.

Dealing with Discriminatory Behaviour

At Twinkle Toes Day Nursery we do not tolerate discriminatory behaviour and take action to tackle discrimination. We believe that parents have a right to know if discrimination occurs and what actions the nursery will take to tackle it. We follow our legal duties in relation to discrimination and record all incidents any perceived or actual relating to discrimination on any grounds and report these where relevant to children's parents and the registering authority.

Incidents may involve a small or large number of persons; they may vary in their degree of offence and may not even recognise the incident has discriminatory implications; or at the other extreme their behaviour may be quite deliberate and blatant.

Examples of discriminatory behaviour are:

- Physical assault against a person or group of people.
- Derogatory name calling, insults and discriminatory jokes.
- Graffiti and other written insults (depending on the nature of what is written).
- Provocative behaviour such as wearing badges and insignia and the distribution of discriminatory literature.
- Threats against a person or group of people pertaining to the nine protected characteristics listed above.
- Discriminatory comments including ridicule made during discussions.
- Patronising words or actions.

Our procedures

We tackle discrimination by:

- Expecting all staff in the nursery to be aware of and alert to any discriminatory behaviour or bullying.
- Expecting all staff to intervene firmly and quickly to prevent any discriminatory behaviour or bullying, this may include behaviour from parents and other staff members.
- Expecting all staff to treat any allegation seriously and report it to the nursery manager.
- Investigating and recording each incident in detail as accurately as possible and making this record available for inspection by staff, inspectors, and parents where appropriate, on request. The nursery manager is responsible for ensuring that incidents are handled appropriately and sensitively and entered in the record book. pattern of behaviour should be indicated and noted.
- Ensuring any online bullying or discriminatory behaviour is tackled immediately.
- Informing: the parents of the child (ren) who are perpetrators and/or victims should be informed of the incident and of the outcome, where an allegation is substantiated following an investigation
- Excluding or dismissing any individuals who display continued discriminatory behaviour or bullying, but such steps will only be taken when other strategies have failed to modify behaviour. This includes any employees where any substantiated allegation after investigation will incur our disciplinary procedures (please see the policy on disciplinary procedures).
- We record any incidents of discriminatory behaviour or bullying (see behaviour policy)
- If the behaviour shown by an individual is deemed to be radicalised, we will follow our procedure as detailed in our Safeguarding Policy to safeguard children and families concerned.

Nursery staff

We expect all staff to be alert and seek to overcome any ignorant or offensive behaviour based on fear or dislike of distinctions that children, staff, or parents may express in nursery.

We aim to create an atmosphere where the victims of any form of discrimination have confidence to report such behaviour, and that subsequently they feel positively supported by the staff and management of the nursery.

It is compulsory upon all members of staff to ensure that they do not express any views or comments that are discriminatory; or appear to endorse such views by failing to counter behaviour, which is prejudicial in a direct manner. We expect all staff to use a sensitive and informed approach to counter any harassment perpetrated out of ignorance.

Complaints procedure - Please see the Complaints policy should you be dissatisfied with the provision.

Policy reviewed by: Sumaya Ahmed (Manager)

Date: January 2024

Next review: January 2025