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EQUALITY AND DIVERSITY POLICY

It is the responsibility of:

Lisa Lowes (Proprietor/Owner/Manager)

To ensure this policy is followed at all times.

CONTENTS

SECTION:

1. POLICY STATEMENT	PAGE 2
2. ROLES AND RESPONSIBILITIES	PAGE 4
3. TRAINING	PAGE 4
4. ADMISSIONS	PAGE 4
5. EMPLOYMENT	PAGE 4
6. LEARNING AND DEVELOPMENT	PAGE 4
7. LEGISLATION	PAGE 5

1. POLICY STATEMENT

We are committed to equality. Equality and diversity means treating everyone with equal concern according to their individual needs regardless of their age, gender (including reassignment), marital status, sexual orientation, race, religion, belief, background, sex, social group or disability. We recognise that people have different needs and understand that treating people equally does not always involve treating them all exactly the same. We will make reasonable adjustments to accommodate adults and children with disabilities or additional needs and try our utmost to make sure that people from different groups are consulted and involved in our decisions. We take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child.

We provide a safe, secure, stimulating and happy environment for learning where all children and adults are valued in an atmosphere of trust, understanding and respect. We are committed to working together to create a caring atmosphere, where everyone is treated fairly and self-esteem, honesty and mutual respect is promoted to allow everyone to fulfil his or her potential.

LISA LOWES is the named person responsible for equality and diversity.

Under the Equality Act 2010 we welcome our general duty to:

- Eliminate discrimination, harassment or victimisation.
- Advance equality of opportunity between people who share a protected characteristic (as defined in the Equality Act 2010) and those who do not share it.
- Foster good relationships between people who share a protected characteristic and people who do not.

We will ensure that no-one experiences less favourable treatment or discrimination and welcome the principles of the United Convention on the Rights of the Child (UNCRC) and have regard in particular for the needs of children and young people who are disadvantaged and vulnerable (see additional needs and child protection policy).

We have a duty to identify a child's needs at the earliest opportunity and pay particular attention where children:

- With cultural/ethnic backgrounds
- Belong to lower income/disadvantaged backgrounds
- Who are disabled/have special educational needs
- Looked after children
- Under and over achievers (including boys in certain aspects of their development and girls in others).

We will ensure that we:

- Provide a secure and accessible environment in which all our children and adults can flourish and in which all contributions are considered and valued.
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people;
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all of the activities of the setting.

Discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises (including via electronic devices, internet etc) and will be dealt with in the strongest manner.

Our policies and procedures are in line with the Equality Act 2010.

This policy will be reviewed **Annually**.

2. ROLES AND RESPONSIBILITIES

The manager Lisa Lowes will:

- Ensure that all adults adhere to this policy and investigate (and challenge) any incidents of discrimination, harassment or victimisation (whilst following our complaints procedure).
- Observe staff practice to evaluate the effectiveness of inclusive practices and identify ways in which adults and children are encouraged to value and respect others.

All staff will:

- Encourage children to be aware of the diverse society we live in and promote cultural understanding between different ethnic groups and people who have any of the protected characteristics. Ensuring that children have access to all equipment, environments, resources, activities and support available.
- Challenge and report any instances of discrimination, harassment or victimisation (including actions, behaviours and attitudes) to Lisa Lowes.

All parents, adults or visitors must:

Adhere to this policy and refrain from any acts of harassment, victimisation or discrimination.

3. TRAINING

All staff are given training on equality and diversity on induction. Staff will attend relevant training necessary to their role, the manager will organise any specialist training

4. ADMISSIONS

Childcare places are offered taking into account individual circumstances and the ability of the nursery to provide the necessary standard of care. We ensure wherever possible that we have a balanced intake of boys and girls in the setting.

5. EMPLOYMENT

- Applicants are welcome from all backgrounds and posts are open to all. Posts are advertised and all applicants are judged against explicit and fair criteria.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community, employment is subject to satisfactory references and checks by the Criminal Records Bureau.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.

6. LEARNING AND DEVELOPMENT

We:

- Encourage children and adults to empathise with others, begin to develop the skills of critical thinking, challenge racism and develop respect for others whilst developing positive attitudes about themselves and other people.
- Make reasonable adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.

- Provide a variety of equipment, resources and activities that reflect the diverse society we live in (including men, women, boys, girls, those with and without disabilities, non-stereotypical roles and jobs) and help children to understand that discrimination, harassment or victimisation is hurtful and unacceptable.
- Experiment with arts and craft techniques and music and cuisine from around the world (and cultural approaches to mealtimes and eating). Children are encouraged to join in activities, i.e. dressing up, shop, home-corner, dolls, climbing on large apparatus, bikes, etc and contribute their own stories of their everyday life to the setting.
- Work in partnership with children and their families to ensure that the medical, cultural and dietary needs of children are met and celebrate a wide range of festivals.
- Bullying of a racist nature is dealt with constructively and consistently (see behaviour management policy).

EYFS key themes and commitments

Inclusive practice Keeping safe	Respecting each other Parents as partners Supporting learning Key person	Supporting every child The wider context	Areas of learning and development
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LEGAL FRAMEWORK

Further guidance can be accessed at: Equality and human rights commission
(www.equalityhumanrights.com)

Legislation:

1988 Education Reform Act

Children Act 1989

Early Years Foundation Stage (2012)

Equal Pay Act 1970

Equality Act 2010

Every Child matters (2003)

Human Rights Act 2000

Special Educational Needs and Disability Act 2001

UNICEF 1989

Held on

September 2012

Date to be reviewed

September 2012

Signed

Lisa Lowes

Name of signatory

Role of signatory

Employer/Manager