

**SUNNY SKIES DAY NURSERY**  
**OUR POLICY FOR EQUALITY AND DIVERSITY (POL2) rev 8/17 [v.3]**

In line with the Equality Act 2010, our Nursery is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children, their families, staff and other adults involved. (e.g volunteers, students). This includes supporting children with learning difficulties and disabilities.

Equalities Named Coordinator [ENCo] is Cheryl Danckert – Nursery Manager

In achieving this we will:

- aim to meet the individual needs of all children through:
  - making them feel valued and good about themselves
  - creating an environment of mutual respect and tolerance
  - ensuring that the curriculum offered is inclusive of positive non-stereotypical activities, resources and displays, covering the widest possible range of communities
  - observation and assessment
  - recognition of differing learning styles and planning accordingly
- maintain a strong partnership with parents through open communication
- work closely with other agencies as may be appropriate
- promote and value diversity and differences through:
  - our choice of activities, resources, images and displays
  - celebration of a wide range of festivals
  - inviting parents/carers and visitors from the community to share skills and experiences
  - aiming to provide opportunities for children whose home language is not English to develop and use their home language in play and learning
- encourage children to value and respect others through:
  - positive role models
  - nursery routines
  - planned activities
- challenge inappropriate attitudes and practices through:
  - our behaviour management policy
  - role play and stories
  - discussion and meetings (staff and other adults)
  - taking action against any discriminatory behaviour by staff, parents/carers or other adults
- regularly review our practices through:
  - monitoring and appraisal procedures
  - meetings on all levels [fixed agenda item] – management, team and room
  - staff training to increase knowledge and understanding

**Continues overleaf**

- ensure that children with learning difficulties and disabilities are included and supported through our Policy for Children with Additional Needs which takes into account the SEN Code of Practice through the graduated approach

### **Obligations on Employees**

- Employees must be aware of their responsibilities as well as the Council's commitment to equal opportunities. The obligations include:
  - Co-operate with measures introduced to ensure there is equality of opportunity and non-discrimination in employment and service delivery
  - Not persuading or seeking to persuade other employees, unions or management to practice unlawful discrimination in employment matters
  - Draw attention of the management to suspected discriminatory acts or practices

### **Obligations on Management**

- Management must be aware of their responsibilities as well as the Council's commitment to equal opportunities. The obligations include:
  - To reinforce the Council's position as a 'good employer' and its unique position as a provider of services and a source of employment opportunities
  - Ensure equality issues remain high on priorities
  - Ensure that responsibilities are recognised and acted upon
  - Learn from mistakes, share that learning and incorporate it into good practice guidance
  - Give a high priority to the training and development of employees in the field of equality and related issues
  - To ensure service delivery, selection/recruitment, promotion, transfer and training do not discriminate
  - To ensure appropriate action is taken in all discriminatory practices
  - Offer protection from victimisation who have made complaints or provided information about instances of discrimination

### **HELPING CHILDREN ACHIEVE MORE**

This policy forms part of our commitment to, and in line with Statutory Framework for EYFS, the Unique Child, Positive Relationships and Enabling Environments