

## Equality of Opportunity

### Valuing Diversity and Promoting Equality

At Incey Winceys Day Nursery and Preschool we ensure that our service is fully inclusive in meeting the needs of all children and their families, particularly those needs that arise from their ethnic heritage, social and economic background, gender, ability, or disability.

We aim to:

- Provide a secure and accessible environment in which all of our children 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 people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all the activities of the setting.

### ADMISSIONS

- Our setting is open to all members of the community.
- We reflect the diversity of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in other languages when required.
- We ensure that parents and practitioners are aware of our equal opportunities policy.
- We do not discriminate against any child or their family on the basis of colour, ethnicity, religion or social background.
- We do not discriminate against a child or their family with a disability or refuse a child entry to our setting for reason relating to disability.
- We do not discriminate against staff on the basis of disability, heritage, sexuality, age, social background, religion or additional needs. We

# InceyWinceys Day Nursery

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adhere to the recruitment policy to ensure the suitability of staff is of the upmost importance.

- We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possible offensive materials, name-calling, or threatening behaviour is unacceptable on or around the premises, or via social networking sites, and will be dealt with in the strongest manner.

## **VALUING DIVERSITY IN FAMILIES**

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children and parents to contribute stories of their everyday life to the setting.
- For families who speak English as an additional language, we will use appropriate methods of communication. We strive to ensure our staff and our setting use as many other languages as possible, using dual language books and adapted resources to ensure every child can access the provision. We recommend families to use their mother tongue language at home to encourage the natural learning of this and at nursery, we all speak English only, even if there is a member of staff who speaks the same language as the child to be consistent.
- As part of the children's ongoing learning in the 'Understanding of the World' part of the EYFS and in their overall personal development, we welcome photos from home challenging gender roles (for example, dad doing the washing up/mum building)
- We welcome parents to bring words, music, food, books and other donations of traditional decoration/clothes/ornaments from other cultures or in other languages to celebrate a broad range of different festivals and traditions and to enhance the children's interest and knowledge of other people.