



## **EQUALITY & DIVERSITY POLICY**

### **Statement of intent**

Monkey Puzzle Day Nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within this nursery.

A commitment to implementing our Equal Opportunities Policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager at the earliest opportunity.

### **The legal framework for this policy is based on:**

- Equality Act 2010
- Children Act 2004
- Care Standards Act 2014
- Childcare Act 2016
- Special Educational Needs and Disability Act 2001.

### **Monkey Puzzle Day Nursery and all its staff are committed to the following:**

It is the policy of Monkey Puzzle Day Nursery not to discriminate in the treatment of individuals. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy and recognise and celebrate other cultures and traditions. All staff are expected to participate in equality and inclusion training.

### **Training**

The nursery recognises the importance of training as a key factor in the implementation of an effective inclusion policy. The nursery will strive towards the provision of inclusion, equality and diversity training for all staff on an annual basis.

### **Early learning framework**

Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking. At Monkey Puzzle Day Nursery we provide an environment and resources whereby all children are given support and guidance throughout their time at the nursery.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that all children have equal access to early learning and play opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypical or derogatory images in the selection of materials
- Acknowledging and celebrating a wide range of religions, beliefs and festivals



- Creating an environment of mutual respect and empathy
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to the early learning opportunities and are supported in their learning

### **Food**

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. We will help children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

### **Meetings**

Information about meetings and activities will be communicated in a variety of ways according to individual needs (written, verbal and translated), to ensure that all parents have information about access.

We understand that parental involvement is essential in supporting their child's educational needs and we therefore ensure that we develop a sound relationship with all parents in order for their child to achieve to the best of their ability.

- As positive role models all staff will promote non-stereotypical images with the use of toys, books and imaginary play. All play and learning experiences will promote images of both girls and boys
- There will be no stereotypical activities; all children will be encouraged to join in all activities (e.g. dressing up, dolls, climbing, bikes)
- Our childcare practices will be regularly reviewed by the nursery Manager and management so that any discriminative or unfair practices can be removed
- Monkey Puzzle Day Nursery acknowledges that preconceptions relating to gender and sexism are abundant within language and we will challenge such language when appropriate
- Monkey Puzzle Day Nursery aims to demonstrate through its work that it positively values and respects children of all ethnic origins and racial groups, religions, cultures and linguistic backgrounds
- All participating at Monkey Puzzle Day Nursery must provide and reflect the needs of the children and families from ethnic minority groups. All participating must have the knowledge and commitment to treat all children at Monkey Puzzle Day Nursery as individuals with equal concern

### **Extra-Curricular Activities**

On occasions Monkey Puzzle Day Nursery may offer extra-curricular activities at an additional cost to parents, however those children whose parents choose not to contribute financially for their child to participate in such activities should not be discriminated against and either encouraged to participate in these activities or be offered the opportunity to participate in an additional activity offered by the nursery.