



Equality and Diversity Policy

At Westlands Nursery we believe that all children have a right to a broad and balanced early year's curriculum, to achieve the best possible educational outcomes and become confident young children with growing ability to communicate their own views and ready to make the transition into compulsory education (Code of Practice 5.1).

All applications for places at our nursery will be treated fairly. No child will be refused a place in the nursery because of their special need, disability, race, gender or background. This policy helps to ensure that the nursery promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

Our setting is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. We believe every child has a fundamental right to be cared for in a loving environment and educated by being given the opportunity to achieve and maintain their learning at the highest level possible. We consider all children, adults and families should feel welcome and should have an equal chance to benefit from our nursery and everything it provides and that every child has a right to be included.

We recognise that children and their families come from diverse backgrounds and that all families have different needs and values. This includes children with special educational needs and/or disability, those from minority groups; Travellers and any other diverse cultural groups, children and families with English as an additional language and Children in care. We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

We plan our curriculum to extend our children's knowledge and experience of other cultures, language, food and celebrations. We ensure that our curriculum reflects the diversity of our society, and not just our group. and seek to combat all forms of discrimination. We are able to appropriately provide and adapt our curriculum to ensure it is accessible to all children and that they are fully included in all aspects of nursery life.

Our Aims

- To continue to raise staff-awareness of Inclusion via on-going staff CPD
- 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.
- To promote self-esteem, self-discipline and positive relationships
- To encourage consistency of response to both positive and negative behaviour
- Make inclusion a thread that runs through all of the activities of the setting
- To ensure that the nurseries expectation and strategies are widely known and understood

Admissions

Our setting is open to all members of the community.

- We base our admissions policy on a fair system, however priority places would go to staff members of Swale Academies Trust, Children in Care and Children with siblings who already attend.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We would work with parents/carers to develop any action plans necessary to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We provide information in clear, concise language, whether in spoken or written form

Employment

- Applicants are welcome from all backgrounds.
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. <https://www.gov.uk/government/organisations/disclosure-and-barring-service>. This ensures fairness in the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Policy Adopted by LGB: Adopted by Westlands Nursery – to be taken to LGB July 2021

Policy Review Date: July 2022