



Equal Opportunities

Inclusion and Diversity Policy

Principles and Aims

Our 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.

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 inclusion and equality policy will form part of each employee's job description and is contained in the code of conduct. The nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs.

In achieving this goal our principal aims are to:

- Demonstrate the nursery's commitment, to the quality of equal opportunities.
- Use good employment practice to the benefit of Jumping Jacks Nursery for our employees, trainees, children, parents and carers.
- Provide equal opportunity and inclusion for all children and their families, regardless of gender, ethnic origin, race, colour, sexual orientation, marital status, family structure, social grouping, nationality, age or disability.
- Ensure that no child, or their family, is discriminated against or prevented entry to our setting on the basis of gender, ethnic origin, race, colour, sexual orientation, marital status, family structure, nationality, age, disability or social grouping, such as a member of a travelling community or an asylum seeker.
- Ensure that all staff are aware that the DBS disclosure is a mandatory part of our recruitment process.
- Comply with various Acts of Parliament, which have an effect on employment.
- Recruit, select, train and promote individuals on the basis of occupational skills requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation and pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training
- Providing a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary standard of care.

- Include and value the contribution of all families to our understanding of equality, inclusion and diversity.
- Continually improve our knowledge and understanding of issues of equality, inclusion and diversity by ensuring regular training of staff.
- Make inclusion a thread, which runs through the entirety of the nursery, for example, by encouraging positive role models through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour

The guiding principle is that every child matters and to that end we need to recognise the social, economic, cultural diversity of our society and to ensure that no-one feels excluded when they attend the nursery on whatever grounds. Consequently, we must strive to:

- Treat each child as an individual and respect their religions and cultures.
- Offer all activities and toys to all children regardless of gender and developmental needs.
- Encourage positive role models, displayed through toys, imaginary play, books and posters that promote non- stereotyped images. All children will be encouraged to join in all activities i.e., dressing up, role play corner, dolls, climbing on large equipment, bikes etc.
- Celebrate festivals throughout the nursery, ensuring that we include those events that are relevant to the children attending the nursery.
- Welcome any parent/carer who would like to be involved with widening our education about their cultural or religious beliefs.
- Provide assistance as requested by our parents/carers that use English as an additional language.
 - Actively promote an open-door policy within the nursery.
 - Update toys and other resources.
 - Ensure activities are accessible for all children.
 - Support the staff team within the nursery, offering hand-outs and training.
 - Ensure festivals are celebrated throughout the nursery.
 - Work alongside agencies when resources and relevant information is required.
- Offer meetings and support to parents/carers and their children where English is an additional language.
- The nursery is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.

Signed on behalf of the nursery

Jamielee Litherland