

## *St Bernadette's Preschool Nursery Inclusion and Equality Policy*

At St Bernadette's Nursery it is part of our ethos to welcome every family and treat each adult/child as an individual. We are 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 our nursery.

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

- *Special Education Needs and Disabilities Code of Practice 2015*
- *Children and Families Act 2014*
- *Equality Act 2010*
- *Childcare Act 2006*
- *Children Act 2004*
- *Care Standards Act 2002*
- *Special Educational Needs and Disability Act 2001.*

*At St Bernadette's we are committed to:*

- Making reasonable adjustments for children with special educational needs and disabilities
- Striving to promote equal access to services and projects by taking practical steps (wherever possible and reasonable), such as ensuring access to people with additional needs and by producing materials in relevant languages and media for all children and their families
- Providing a secure environment in which all our children can flourish and are valued
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity
- Regularly reviewing, monitoring and evaluating the effectiveness of inclusive practices to ensure they promote and value diversity and

difference and that the policy is effective and practices are non-discriminatory

- Making 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

### Training

At St Bernadette's we recognise the importance of training as a key factor in the implementation of an effective inclusion and equality policy. All new staff receive induction training including specific reference to the inclusion and equality policy. The nursery will strive towards the provision of inclusion, equality and diversity training for all staff on a yearly basis.

### Early Years Foundation Stage

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.

### 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
- Acknowledging and celebrating a wide range of religions, beliefs and festivals
- Creating an environment of mutual respect and empathy
- Ensuring that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities.
- Ensuring that children whose first language is not English have full access to early learning opportunities and are supported in their learning

- Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made
- Ensuring the medical, cultural and dietary needs of children are met
- Identifying a key person to each child who will continuously observe, assess and plan for children's learning and development
- Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

This policy will be reviewed: March 21