



Equality and Inclusion Policy for Children

Policy statement

Katey's Nursery & Pre-School takes great care to treat each child as an individual person, with equal rights and responsibilities to any other individuals, whether they are an adult or 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, pregnancy, or maternity, ethnic or national origin, or political belief has no place within this nursery.

Katey's Nursery & Pre-School will seek to:

- Provide a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, subject only to the nursery's ability to provide the necessary standard of care.
- 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.
- Provide a secure environment in which all our children can flourish, and all contributions are valued.
- Include and value the contribution of all families to our understanding of equality, inclusion and diversity.
- Provide positive non-stereotypical information.
- Continually improve our knowledge and understanding of issues of equality, inclusion, and diversity.
- Regularly review childcare practice to ensure the policy is effective and practices are non-discriminatory.
- Make inclusion a thread, which runs through the entirety of the nursery, for example, by encouraging positive role models using toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour.
- Provide posters showing diversity and different cultures.

Admissions/service provision

The nursery is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy. The nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

Early learning framework

Early learning opportunities offered in the nursery encourages 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.
- 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 mealtimes 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.

All our Policies & Procedures are crafted to ensure the highest possible standards at our setting and will be reviewed every 3 years or sooner, if necessary, in light of specific events or relevant statutory changes.