

# Green Lane Nursery

45-47 Green Lane, New Malden  
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## EQUALITY AND INCLUSION POLICY

Our setting is committed to embracing the diversity of children's backgrounds, culture, and languages by providing equality of opportunity for all children and families. Our Equality and Inclusion Co-ordinator is **Giovanna Hasham**.

### **Aim**

We aim to:

- Provide a caring, happy, and secure environment in which all children can thrive and in which all contributions are highly valued;
- Include and appreciate the contribution of all families to our understanding of equality and diversity;
- Provide positive information about gender roles, diverse ethnic and cultural groups, and people with disabilities;
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity

The legal framework for this policy is: -

- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1986
- Children Act 1989 and
- Special Educational Needs and Disability Act 2001
- Disability and Discrimination Act 2004 (implementation 2006)

### **Methods**

#### **Admissions**

Our setting is welcoming to all members of the community

- We advertise our service widely.

- We base our admissions policy on a fair system.
- Parents can read our equal opportunities policy to provide them with further information.
- 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.
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We act against any discriminating behaviour by staff or parents. Displaying of openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

### ***Employment***

- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to references and a CRB check. This ensures fairness in the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.

### ***Training***

- Training opportunities are available for staff and volunteers to enable them to develop anti discrimination, enabling all children to prosper.
- We review our practices to ensure that we are fully implementing our policy for equality, diversity, and inclusion.

### ***Curriculum***

The setting encourages children to develop positive attitudes about themselves as well as people who are different from themselves. It encourages children to appreciate and understand others.

We do this by:

- Making each child feel valued and good about themselves.
- Making appropriate provision within the curriculum to make sure each child receives the widest possible opportunity to build on their skills and abilities.
- Helping children to realize that discriminatory behaviour and remarks are hurtful and unacceptable
- Positively reflecting the wide range of communities in the choice of resources
- Ensuring that the curriculum offered is inclusive of children with special education needs and children with disabilities.

- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.

### ***Valuing diversity in families***

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the setting and to contribute as and when required.

### ***Food***

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

Reviewed on: 01/07/2023