



Inclusion and Equality Policy

EYFS: 1.7, 3.20, 3.25, 3.67

The Arc nursery ensures positive attitudes to diversity so that every child/adult is included and not disadvantaged. Children learn from the earliest age to value diversity in others and grow up making a positive contribution to society.

At the Arc Nursery we take 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 child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs.

We are committed to anti-discriminatory practice and incorporates the rights of children and young people as well as the rights of parents/carers, students and all staff. We value diversity believing everyone should be treated with equal concern according to their individual needs, regardless of their gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic, such as travellers and any diverse cultural groups or national origin, or political belief has no place within our nursery.

The policy also includes those with English as an additional language and children in Public Care (Looked after Children). Those with specific medical needs, those with low self-esteem or experiencing mental health difficulties are also included.

We value diversity, believing that everyone should be treated with equal concern.

Staff are committed to implementing our inclusion and equality policy which forms part of each employee's job description and ongoing training.

Action to be taken in the case of discrimination

Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the nursery manager or deputy manager at the earliest opportunity.

Appropriate steps will then be taken to investigate the matter and if such concerns are well-founded, disciplinary action will be invoked under the nursery's disciplinary policy.

The legal framework for this policy is based on:

- Equality Act 2010
- Children's Act 2004 & 2006
- Care Standards Act 2002
- Special Educational Needs and Disability Act 2001
- Children and Families Act 2014

The Arc Nursery recognises:

1. All children have a right of full access to Early Years Education through the Foundation Stage Curriculum.
2. All children have a right to expect to learn in a caring and considerate environment where the staff and children are all valued for their contribution to the nursery.
3. Commitment to the early identification of children with Special Educational Needs (SEN) and to adopting clear and open procedures which are outlined in this policy.
4. Commitment to working closely with parents who are fully involved in all decisions that affect their children's education.
5. Its legal requirements regarding Inclusion and Equal Opportunities

The Arc Nursery aims to:

1. Meet the individual needs of children in our setting.
2. Ensure that Inclusion and Equal Opportunities are put into practice.
3. Recognise the rights of the children.
4. Encourage parent/carers to use the provision for support and guidance.
5. Increase awareness and expectations of inclusion amongst staff, parents and carers.
6. Support children with additional needs
7. Reduce the barriers for children and their families
8. Have realistic expectations of the children's development
9. Provide, within available resources, the highest possible quality support and inclusive education for children with SEN.

The benefits of inclusion for children:

- All children can experience diversity and know they are valued for who they are and not for what they can do or learn by a certain age. They can learn to accept people for who they are.
- It teaches all children (Including those with SEN) that differences should be celebrated that differences are what make us unique.
- Being included in mainstream education teaches children the tools for life and how to cope with difficult situations and how to get through them.

Ability/Disability

Arc Nursery understands that children have a wide range of needs which differ from time to time. In meeting these needs Arc Nursery aims to:

- Ensure the environment and equipment is accessible to all children.
- Provide places for all children, including children with Special Educational Needs.
- Support every child and meet their individual needs (see Special Needs Policy).

- Provide each child with a key worker to ensure their needs are being met.
- Allow each child to progress at his/her own rate in all areas of development.
- Provide positive images for all children.
- Provide resources and activities that enable all children to reach their full potential.
- Liaise with other professional organisations, where appropriate, for help, advice and support for both the Nursery staff and for the parent/carer.

Social Group

Arc Nursery recognises that there are many different types of family groups. It is our aim to:

- Offer support to all families.
- Ensure that children and their families are not judged by their social circumstances.
- Enable children to learn about the different make up of families.
- Ensure children are not made to feel different by handling special days sensitively (e.g. Mother's Day/Father's Day).
- Encourage children to talk about their families and their home life.
- Operate a flexible payment system for families with differing means.

Gender

It is important for children to form a positive gender identity for their self-esteem to develop. To enable children to do this, the Arc Nursery aims to:

- Give both boys and girls equal consideration.
- Ensure all children have equal access to play equipment and activities.
- Challenge traditional stereotypes.
- Ensure both men and women are shown in positive roles.
- Challenge negative attitudes and dispositions sensitively.
- Refrain from using terms such as 'big strong boys'.

Facilities

The nursery is self-contained and has its own entrance and doorbell. It has good disabled access with a ramp into the building. There is a welcoming entrance lobby with information for parents and carers about what is happening in the nursery. There is a lift to the second level and toilet and changing facilities off the entrance lobby.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- We monitor our application process to ensure that it is fair and accessible.

Our Inclusion Co-ordinator

In our setting, we have one person, Scott Iveson, who makes sure that this policy is put into action on a daily basis. This person is responsible for liaising with our special education needs co-ordinator), making sure that people with disabilities have the best access possible, ensuring inclusion and equality of opportunity, making sure that no-one is discriminated against, and seeing through our behaviour and anti-bullying policies.

Monitoring and reviewing

- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.

Policy reviewed: June 2015