



<b>Policy Title:</b>	<b>Equal Opportunities (British Values), Diversity and Inclusive Practice</b>		
<b>Aims:</b> To ensure positive attitudes to diversity and difference, to ensure that every child is included, that every child learns to value diversity in others and that children grow up making a positive contribution to society			
<b>Role of Responsibility</b>	Nursery Managers	<b>Current policy owner</b>	Nursery Manager
<b>Date last updated</b>	Sept 2021	<b>Date due for review</b>	Sept 2022
<b>Method of evaluation</b>	review		

We have a legal and statutory duty to reflect positive opportunities for children to embrace diversity through such things as role models, resources, inclusive practice, turn-taking, democracy, language, access and equality.

We focus on each child's individual learning, development and care needs by;

- Removing or helping to overcome barriers for children where these already exist
- Being alert to the early signs of needs that could lead to later difficulties
- Responding quickly and appropriately to children's needs, working closely with the parents and involving other agencies as necessary
- Stretching and challenging all children
- All children, irrelevant of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability, have the opportunity to experience a challenging and enjoyable programme of learning and development
- Encouraging children to involve and play with all children in their group.
- Encouraging children to take turns
- Encourage children to create their own rules and boundaries
- Encourage fairness and democracy
- Encourage a manners and respect
- Discouraging and challenging any inappropriate language or behaviour which would encourage or support exclusion. ***It is particularly important to ensure that there is no unconscious bias in our every day language.***
- To remove any barriers to inclusion.
- To consider those with a challenge to their learning and development and to work to close any emerging gaps, where possible
- See British values as positive
- Invite and welcome all cultures
- Support children in learning about keeping themselves and their friends safe
- Learning social skills
- Developing cultural capital

At nursery we appreciate, value and celebrate each other's similarities and differences. We acknowledge, promote and respect diversity in the immediate and wider society. We ensure that there is equal access for staff, children, parents and visitors, irrespective of gender, race, sexual orientation, social group, religion, family background or abilities.



The nursery ensures that parents and children see positive images of groups of people with whom they identify and who are representative of a multi-cultural and multilingual society. Resources, such as books, dolls, jigsaws, and role-play equipment will include items which reflect non-stereotypical roles, racial, cultural and religious diversity and disability.

Activities should be planned, encouraged and adjusted to allow all children to be included, if they wish.

Language used in practice should not exclude any child. For example, using 'Mums and Dads' when discussing parents in a group, not using 'girls and boys' when addressing the group. As we learn more about inclusion and diversity, we will be open to developing our language and unconscious biases. Each nursery has an equality and diversity lead to assist in auditing progress and compliance. Laura Howard in Durham and Georgia Werber and Catherine Dobbs in Bishop Auckland

Help and support will be given to parents with whom written English is inappropriate. Documents can be provided in other languages, if requested.

We value linguistic diversity and provide opportunities for children to develop and use their home language in their play and learning. This is part of the respect for each child's cultural background that is central in all early years provision. Alongside support in the home language, we provide a range of meaningful contexts in which children have opportunities to develop English.

We encourage parents to speak their home language at home, to support their child's language and cognitive development, and to share some of that language with the key worker, to support the child's daily routines and their understanding. If parents' language is a barrier to effective communication with nursery, support should be sought by the Inclusion Team on 03000 267 800.

We will ensure that provision is made to support children for whom English is an additional language, by involving the child's family in the setting.

At all times, the nursery promotes an environment where diversity is respected and valued. Inappropriate practices and attitudes are challenged through discussion, team meetings and staff training. Should discrimination occur, immediate action will be taken.

Parents from a variety of cultures, including but not limited to being from overseas, should be encouraged to come to nursery and share their cultural activities, to widen the children's range of cultural experiences.

Access is available to wheelchair users to ground floor rooms, including ramp access, toilet facilities and access to the children's rooms. We aim to make everybody welcome to and feel part of our nursery.

Practitioners must make themselves aware of the prevent duty. The requirements of this for the early years age group are included in this policy. However, if for any reason a family are identified to be at risk of extremism, the contacts included in the prevent duty documentation must be contacted. If necessary, the Initial Response Team should be contacted or in extreme and emergency situations the police be called.