

INCLUSION AND DIVERSITY POLICY

In accordance with United Nations Convention on the Rights of the Child (UNCRC) and The Children Act 2004 we are committed to providing a setting of equality of opportunities, where each unique child is valued and helped to reach their full potential.

It is the aim of the setting to promote a positive approach to diversity and difference, by providing experiences which support children and help them to develop respect for others and themselves. In doing so it is hoped that from an early age children will learn to value each other and therefore grow up fostering a positive attitude to each other's similarities and differences. Practitioners focus on each individual learning, development, and care needs, ensuring that every child is included, and no individual is disadvantaged because of ethnicity, culture, religion, home language, family background, learning difficulties, disabilities, sexuality, gender, age, or ability.

Cultural, medical, and dietary needs will be respected and always met.

All activities offer and promote positive images of people, avoiding racial or sexist stereotyping e.g. No toys or activities are specifically for boys or girls.

Any discriminatory remark or behaviour, made by anyone on the premises will be sensitively addressed.

Any member of staff found to be acting or have been acting in a discriminatory way will be dealt with in compliance with the Staff Disciplinary Procedure.

Opportunities are provided for children to explore and become aware of other cultures and abilities in an age-appropriate way using stories, pictures, cooking and tasting foods from around the world, dolls with different skin colours etc. Language from around the world is displayed around the room. Pictures on display boards, toys, and books challenge stereotypical ideas of careers open to men and women. The children bring in family photos which are displayed on the family board to celebrate and embrace the many diverse groups in the setting.

The setting recognises the importance of developing the child's first/home language to build confidence and important grammatical skills which will be necessary for them to transfer later into English. Where English is not the child's first language, activities will be provided for them to engage in speaking and listening in English with adults and peers, ensuring all children have opportunities to hear and gain respect for each other's home language.

This policy can be made available in different formats, on request e.g., large print, and audio file.

The setting manager will discuss and endeavour to meet any other specific needs that are not mentioned in this policy upon request.

Preventing Racial Harassment and Discrimination

The nursery will endeavour to:

- *Ensure that all children are valued and treated with respect irrespective of their culture, background, colour, nationality, and ethnicity.
- *Encourage individuals to treat each other with the same respect.
- *Acknowledge the existence of racism in society and take steps to promote harmonious race relations within the nursery.
- *Promote good relations between different ethnic groups and cultures within nursery and the wider community.
- *Ensure that different cultural and religious needs are met, understood and communicated to all staff.
- *Encourage all staff to take responsibility for promoting racial tolerance and for protecting each other from racial harassment or discrimination by reporting any incidents to the setting manager or the deputy.

The setting manager is responsible for ensuring that all incidents of racial harassment are handled professionally and sensitively. All such incidents will be kept confidential. In all cases, continued racial harassments or discrimination from any individual will result in exclusion from the setting, where all other efforts have failed to provide a satisfactory resolution.