



Safeguarding children

1.11 Valuing diversity and promoting equality: policy and procedures

Policy statement

At School House Nurseries we ensure that our service meets the needs of all children, including needs that arise from ethnic heritage, social and economic background, gender, ability or disability. In particular we aim to:

- Provide a secure and accessible environment in which all our children can flourish
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people
- Make inclusion a thread that runs through all the activities we create for the children.

Procedures

Admissions

- 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, such as being a member of a Travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for a reason relating to disability.

Curriculum

Our curriculum encourages children to develop positive attitudes towards themselves and others. It encourages children to empathise with other people and to develop their critical thinking skills. We do this by:

- Making children feel valued and good about themselves.
- Creating an environment of mutual respect and tolerance.
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials.
- Positively reflecting a range of communities with the resources and equipment we use.
- Celebrating a wide range of festivals.



- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational 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.
- Making the adjustments needed to accommodate a wide range of learning, physical and sensory impairments.

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 foods. We explore how different cultures approach mealtimes and how to respect any differences to our own approach.

Employment

- Posts are advertised with, and all applicants are judged against, explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, irrespective of their background (subject to ID checks, references and checks by the Disclosure and Barring Service.)

Training

- We seek out training opportunities for staff to enable them to develop anti-discriminatory and inclusive practices which enable all children to flourish.

Valuing diversity in families

- We encourage all parents/carers to take part in the life of the setting.
- Our environment is as accessible as possible. If access is found to treat disabled children or adults less favourably then we make reasonable adjustments.
- We find ways to include families who speak languages in addition to English.

Taking action against discrimination

- We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

This policy was updated and reviewed in:

Reviewed date	Name	Signature
September 2015	Stuart Watt	
May 2016	Stuart Watt	
August 2016	Stuart Watt	
September 2016	Stuart Watt	
April 2017	Stuart Watt	
April 2018	Lindy Baldwin	
August 2018	Lindy Baldwin	
April 2019	Lindy Baldwin	
May 2019	Stuart Watt	
January 2020	Stuart Watt	
January 2021	Stuart Watt	
January 2022	Stuart Watt	
March 2023	Stuart Watt	