

# Equal Opportunities and Diversity Policy

## Aim of the Policy

Muddy Boots is committed to equality and diversity within the nursery. Our aim is that this commitment is embedded in our day-to-day working practices with all our families, team members and partners.

Muddy Boots takes 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 a child. Discrimination under age, sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, is not acceptable at Muddy Boots.

## The nursery is committed to:

- Ensuring all parents are made aware of the *Equal Opportunities and Diversity Policy*
- Ensuring our *Admissions Policy* promotes equality for all children and families
- Providing opportunities for parents to contribute to their child's care and education
- Regularly reviewing childcare practice to ensure the policy is effective

We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:

- Encouraging positive role models, displayed through toys, imaginary play and activities that promote non stereotyped images. Books will be selected to promote such images of men and women, boys and girls. Resources will display diversity and promote children's awareness of their own culture and beliefs of others
- Listening to children and ensuring each child feels included, safe and valued and respected
- Rewarding positive behaviour
- Ensure children have access to activities, resources and learning opportunities and differentiate activities to meet the needs of children
- Value the home background of all children.

## English as an Additional Language

- Team members will value linguistic diversity and provide opportunities and support for children to develop and use their home language in play and learning.
- The setting will provide information in languages that reflect the needs of the local community. Our practice will ensure their full inclusion.
- Team members will provide a range of meaningful contexts in which children have opportunities to develop English.

## Inclusion

- Team members will ensure there are positive attitudes to diversity so that every child feels included.
- Children will be supported to value diversity in others and grow up making a positive contribution to society.
- Team members will work with parents/carers and other professionals to make reasonable adjustments to the environment as required by the Disability Discrimination Act (DDA) to accommodate and meet the needs of the child with additional needs.
- Team members will focus on each child's learning, development and care and reflect on practice.
- All children, irrespective of ethnicity, culture or religion, home language, family background, gender or ability, will have the opportunity to experience a challenging and enjoyable programme of learning.
- The Special Educational Needs Co-ordinator (SENCO), will adhere to the SEN Code of Practice.

## Recruitment

Muddy Boots Nursery aims to ensure that all individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion,

colour, cultural or national origin or sexuality, which cannot be justified as being necessary for safe and effective performance in their job role.

### **Training**

- Team members will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.
- The setting SENCO will attend training around special educational needs and the Code of Practice.