



## Equality and Diversity policy

### **Mission/Vision Statement**

Westside Day Nursery is committed to providing equality of opportunity and anti-discriminatory Practice for all staff, children, and families in accordance with the Equality Act (2010). We aim to provide a positive and loving learning environment free from prejudice, discrimination, and fear, in which all staff, children and their families feel accepted, respected, and valued. We believe that all at Westside Nursery should be given every opportunity to fully appreciate their potential and should be able to enjoy, play and learn together without feelings of being excluded or disadvantaged for any reason.

### **Protective characteristics**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

### **Aims**

We aim to:

- Recognise that all children are different and aim to identify how best to support each child and family.
- Value the contributions that all children and their families can bring.
- Actively promote anti-discriminatory practice to build an inclusive environment where every child can fulfil their potential.
- Continually reflect on our practice and increase our knowledge around equalities issues.
- Provide an inclusive environment recognising that as individuals, children, and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of outside agencies.
- Adhere to relevant legislation to ensure equality in the service we provide

### **Admissions**

- Our nursery is open to all members of the community.
- We advertise our services widely and aim for the families that use our setting to reflect the cultural diversity of our community. We base our admissions policy on a fair system; we never discriminate against a child or their family, or prevent entry to our setting, based on race, religion, home language, family background, gender or disability and/or learning difficulty.
- We gather full and accurate information about all children before they start to ensure that we can meet their needs to the best of our ability.

## Environment and Resources

- We aim to provide a secure environment in which all children can flourish and in which all contributions are valued.
- We provide resources that give a balanced view of the world and an appreciation of the rich diversity of our society.
- We encourage children through play equipment and activities that explore, acknowledge and value similarities and differences between themselves and others.
- Our physical resources consider children's size, height, and physical needs, e.g., we have child-sized tables and chairs and sinks at their level.
- We use visual timetables and words from different languages to support children's communication, including children with English as an additional language (EAL).
- We work with professionals from outside agencies to provide a multi-agency network of support for children and their families e.g. Early Years Consultants (EYC), Speech and Language Therapists and local and community health services, to ensure that the best care and learning opportunities are available for individual children.

### History log:

Rev.no.	Date	Description of revised issues
1	30/11/2016	Initial Revision
2	01/11/2017	No changes to content.
3	01/11/2018	No changes to content.
4	01/11/2019	No changes to content.
5	01/11/2020	No changes to content.
6	01/08/2021	No change to content.

This policy has been approved and authorised by:

Author	Approved By	Authorised By	Revision No.	Valid From
Vicky Gray	Vicky Gray	Sarah Russell	6	01/08/2021

This document has been electronically approved; hence it contains no signature(s).