**Equality and Diversity for Children Policy**

The nursery is committed to equality of opportunity and believes the values derived from different and diverse backgrounds should be valued.

**Aims**

We aim to provide an environment in which everyone is treated equally with due regard to their differences.

It is our intention that no potential or actual nursery user, whether child, adult, employee or visitor will receive less favourable treatment on the grounds of race, colour, ethnic or national origin, religion, gender, handicap or disability, marital status, political belief or sexual orientation.

We aim to provide a secure environment in which all children can flourish and feel included and in which all contributions are valued. For families who have a first language other than English, we value the contribution their culture and language offer.

We treat boys and girls equally.

All children are respected, and we give all children in our care the opportunities to meet their needs and reach their full potential. This may mean adapting an activity to the child’s ability and stage of development, providing additional resources or giving one child more attention and support than others during an activity or routine to meet their individual needs.

**Methods**

We promote multi-cultural and special needs education through toys and equipment and through adult’s active awareness of opportunities to support and extend children’s experiences, as they participate in their own culture and learn about others.

We value and encourage concepts common to all cultures, such as music, language, games, food and clothing and we acknowledge a variety of cultural festivals.

We will encourage the children to find out about the culture and religions of other children. Books, activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination, where they can explore, acknowledge and value similarities and differences between themselves and others.

The resources and materials used in the nursery are selected to give children a balanced view of the world and appreciation of the rich diversity of our multi-racial society.

We avoid negative examples of gender roles and encourage both genders to play together in the designated areas of the nursery including the outdoor play area and share the space provided.

We create an environment of mutual respect and tolerance and help children to understand that discriminatory behaviour and remarks are unacceptable. We will challenge any remarks or attitude that we feel are inappropriate.

We encourage children to develop a healthy respect of each other’s differences and to value everyone as an individual.

We are committed to providing training and qualifications for employees and trainees, which reflect on issues relating to race, disability or gender, to ensure that they are aware of their own attitudes and expectations towards all children.

Disabled children and those with special educational needs are welcome in the nursery. The facilities at the nursery are all on one level, with only a small step to get in or out of the building, either through the front door or the back door to the playground. There is an adult toilet, which the children or staff can use which has a larger door for easy access to the facilities if they are in a wheelchair. They are valued and will be integrated into the nursery with the support of a key worker to oversee their provision with the assistance of other employees. The Early Years Childcare Team are available to support the nursery if needed.

We are committed to always working with parents and other care agencies.

**Amber Lovegrove** is our Special Educational Needs Co-ordinator (SENCO) (for further information on how the Special Educational Needs Code of Practice is implemented in the nursery please refer to the Special Educational Needs Policy)