

Valuing diversity and promoting Inclusion and Equality

Statement of intent

At Wood St Nursery we take great care to treat each individual as a person in their own right. We are committed to contributing to a fairer society by promoting equality and good relations for children, young people, parents and carers, partner organisations, staff and job applicants. This is in line with the requirements of Equality Act 2010. We believe in giving every individual the opportunity to fulfil their potential. We recognise that everyone is different and has a different lived experience. Our aim is to build open warm relationships with all members of the nursery, and wider local community. We are committed to treating all individuals with respect and dignity and to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of Age, Cultural identity, Disability / ability / SEND, Ethnicity, Financial status, Gender, Gender identity (e.g., Trans / gender nonspecific gender reassignment status), Health status (e.g., mental health / HIV / substance misuse) Housing status, Immigration status, Political beliefs, Pregnancy / maternity / parenthood, Sexual orientation (e.g., LGBTQ), Social class, Social status, Relationship status, Religion / beliefs political belief has no place within our nursery and will be actively challenged.

Research clearly shows that diversity in safe environments produces more creative and effective work products than homogenous groups. We recognise that differences and diversity enrich society and practice, and celebrating diversity is always at the heart of our practice.

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. We expect staff, parents', children and managers to treat each other with respect and promote an inclusive nursery community and environment. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery manager at the earliest opportunity. Appropriate steps will then be taken to investigate the matter and further steps will be taken to seek training, mentoring and mediation. If concerns are well-founded, disciplinary action will be invoked under the nursery's disciplinary policy.

The nursery and staff are committed to:

- Applying the nursery's policies and procedures with equality

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity/paternity
- Providing a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, according to the nursery's ability to provide the necessary standard of care
- Making reasonable adjustments for children with special educational needs and disabilities
- Striving to promote equal access to services and projects by taking practical steps (wherever possible and reasonable), such as ensuring access for people with additional needs and by producing materials in relevant languages and media for all children and their families
- Providing a secure environment in which all children are celebrated for their uniqueness, can flourish and have their contributions valued
- Including and valuing the contribution of all families and learning from them to build our understanding of equality, inclusion and diversity
- Providing a positive non-stereotypical learning environment and resources, by making inclusion a thread which runs through the entirety of the nursery; for example, by encouraging positive role models & challenging stereotypes through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging (in age appropriate ways, when dealing with children) all discriminatory behaviour.
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity through building open relationships with all people and seeking training and learning opportunities and by reflecting on and reviewing our practice

Admissions/service provision

The nursery is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.

The nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

The nursery recognises that some families and children face different and bigger challenges or barriers to accessing child care, and we will try to work with them and other services to ensure all children can access the nursery

Recruitment

We will seek to recruit from the local area and aim for our workforce to reflect the local community and families who use the nursery. We make adaptations within our work place for employers who have disabilities.

Wood St Nursery aims to ensure that no job applicant receives less favourable treatment than another applicant. Our recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities and we will always strive to ensure that the staffing levels reflect the community it serves. Job selection criteria are also regularly reviewed to ensure that they are essential for the effective performance of the job and therefore justified on non-discriminatory grounds.

All vacancies will be advertised as widely as budgets allow. Adverts will include an appropriate short statement on our equal opportunities policy, see below.

Safeguarding and Inclusion statement used for recruitment-

Wood St Nursery has robust safeguarding policies and processes in place. As an organisation we are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Wood St Nursery is an equal opportunity employer. We embrace diversity and are committed to creating an inclusive workplace and a diverse workforce that represents the area and families we work with. Applicants must be willing to complete a self-declaration form, undergo checks with the Disclosure and Barring Services (DBS), provide a full work history and references which will be checked.

Application forms will not include questions which may potentially discriminate unless there is a justifiable reason. At interview, no questions will be posed which are potentially discriminatory unless there is a

justifiable reason. At interview all candidates will be asked the same questions, and members of the selection panel will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Personal relationships with any candidate will be disclosed by the panel member prior to any selection or interview process commencing. Candidates will be given the opportunity to discuss the reasons why they were not successful.

No questions will be asked or raised relating to an applicant's health prior to a candidate being offered work unless it falls into one of the following:

- Establishing whether the applicant will be able to comply with a requirement to undergo an assessment or establishing whether there will be a need for us to consider making reasonable adjustments for the applicant to undertake the assessment
- Establishing whether the applicant will be able to carry out a function that is intrinsic to the work involved
- To monitor diversity in the range of people applying to us for work;
- If it is a requirement of the role for the applicant to have a particular disability and establishing whether the applicant has that disability.

The managers review the application processes annually to ensure they are fair and accessible.

Staff training and promotion

Wood St nursery recognizes the importance of training as a key factor in the implementation of an effective equal opportunities policy. Wood St Nursery will strive towards the provision of equal opportunities training for all staff, and training needs will be identified through regular staff appraisals.

All staff will be given appropriate access to training to enable them to progress within the organization and all promotion decisions will be made on the basis of merit.

Staff

It is the policy of Wood St Nursery not to discriminate in the treatment of individuals. All staff are expected to co-operate with the implementation, monitoring and improvement of this.

All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds specified in this policy and recognise and celebrate other cultures and traditions. All staff are expected to participate in equality and inclusion training.

We expect all staff in the nursery to be aware of and alert to any discriminatory behaviour or bullying taking place (by staff, children, parents or managers) and intervene.

We expect all staff to treat any allegation seriously (using a sensitive and informed approach to counter any harassment perpetrated out of ignorance) and report it to the nursery manager, recording the incident in detail as accurately as possible and giving this to managers.

The nursery recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. All new staff receive induction training including specific reference to the inclusion and equality policy. The nursery will strive towards the provision of inclusion, equality and diversity training for all staff.

Early learning framework

Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to recognise and respect differences, to build friendships and empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Giving each child a key person and making children feel valued and good about themselves
- Ensuring that all children have equal access to early learning and play opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypical or derogatory images in the selection of materials
- Acknowledging and celebrating a wide range of religions, beliefs and festivals
- Creating an environment of mutual respect and empathy
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that all early learning opportunities offered are inclusive and meet the needs of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to early learning opportunities and are supported in their learning
- Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made
- Ensuring the medical, cultural and dietary needs of children are met

- Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

Information and meetings

Information about the nursery, its activities and their children's development will be given in a variety of ways according to individual needs (written, verbal and translated), to ensure that all parents can access the information they need.

Wherever possible, meetings will be arranged to give all families options to attend and contribute their ideas about the running of the nursery.

Dealing with Discriminatory Behaviour

We aim to create an atmosphere where the victims of any form of discrimination have confidence to report such behaviour, and that subsequently they feel positively supported by the staff and management of the nursery.

The nursery manager is responsible for ensuring that incidents, perceived or actual, are handled appropriately and sensitively and entered in the record book, in line with our legal duties.

In the event of child/children being perpetrators and/or victims, the nursery manager will inform parents of the incident and of the outcome, where an allegation is substantiated following an investigation

Consequences may include excluding or dismissing any individuals who display continued discriminatory behaviour or bullying, but such steps will only be taken when other strategies have failed to modify behaviour. This includes any employees where any substantiated allegation after investigation will incur our disciplinary procedures (please see the policy on disciplinary procedures).

We record any incidents of discriminatory behaviour or bullying to ensure that:

- Strategies are developed to prevent future incidents
- Patterns of behaviour are identified
- Persistent offenders are identified
- Effectiveness of nursery policies are monitored
- A secure information base is provided to enable the nursery to respond to any discriminatory behaviour or bullying.

If the behaviour shown by an individual is deemed to be radicalised, we will follow our procedure as detailed in our Safeguarding Policy in order to safeguard children and families concerned.

The legal framework for this policy is based on:

- Special Education Needs and Disabilities Code of Practice 2015
- Children and Families Act 2014
- Equality Act 2010
- Childcare Act 2006
- Children Act 2004
- Care Standards Act 2002
- Special Educational Needs and Disability Act 2001

Under the Equality Act 2010, which underpins standards of behaviour and incorporates both British and universal values, we have a legal obligation not to directly or indirectly discriminate against, harass or victimise those with protected characteristics. We make reasonable adjustments to procedures, criteria and practices to ensure that those with protected characteristics are not at a substantial disadvantage. As we are in receipt of public funding we also have a public sector equality duty to eliminate unlawful discrimination, advance equality of opportunity, foster good relations and publish information to show compliance with the duty.

Special Consideration for Employees

At Wood St Nursery we recognise that certain employees such as young persons, new and expectant mothers and persons with a disability may require special consideration.

Legal requirements

The nursery follows the legal requirements set out in The Management of Health and Safety at Work Regulations 1992 and the Equality Act 2010. Our Health and Safety Policy has regard to any employees requiring special consideration at the commencement of employment and during the course of it. The following procedure is followed.

Procedure

The nursery manager will:

- Assess any employee requiring special consideration in conjunction with the individual on induction to the nursery or when their condition or disablement comes to light and carry out any risk assessments relating to the occupation of such workers
- Agree with the worker any necessary special measures such as training and supervision, arrangements, modifications and medical surveillance
- Carry out further assessments and reviews at least annually, or if and when any changes to the special circumstances or environment occur.

Disabilities

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

Part-time and fixed-term work

Part-time and fixed-term employees should be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified

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