



29) Valuing Diversity and Promoting Equality and Inclusion

Policy Statement

We are committed to ensure that our service is fully inclusive in meeting the needs of all children.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in family structures that include one or two parents of the same or different sex. Children may have close links or live with extended families of Grandparents, Aunts, Uncles and Cousins. Whilst other children may be more removed from close kin or may live with other relatives or Foster carers. Some children come from families who experience social exclusion, severe hardship, discrimination and prejudice because of their ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination lined to their gender and some women are discriminated against because of their pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children's learning, attainment and life outcomes.

We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families using our setting. We aim to:

- Promote equality and value diversity within our service and foster good relations with the local community. We will do this by celebrating diversity in the setting through our Kingdom Values integrated daily into the rooms, through books and puzzles reflecting people from other cultures and traditions and through celebrations such as 'Multicultural Week' in which activities, snacks and stories revolve around the cultures represented in the nursery.
- Actively include all families and value the positive contribution they make to our service. We do this by treating all families equally and all families have equal opportunities in accessing their children's learning



through Iconnect, through parent consultations and through individual meetings with a key person if needs be.

- Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms. This is achieved through the regular discussion of Kingdom Values across our setting and noting and instantly responding to any type of discriminating behaviour.
- Provide a secure and accessible environment in which every child feels safe and equality included. Our environment is assessed daily for risks, it is also accessible for anyone with wheelchair access but also if needed we would assess the risks on an individual basis for any child who joins us with a disability or impairment.
- Improve our knowledge and understanding of issues relating to anti-discriminatory practice.
- Challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
 - Age
 - Gender
 - Gender re-assignment
 - Marital Status
 - Pregnancy and Maternity
 - Race
 - Disability
 - Sexual Orientation
 - Religion or Belief
- Where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service.

Procedures

Admissions

Our setting is open and accessible to all members of the community.

- We base our Admission Policy on a fair system.



- We do not discriminate against a child or their family in our service provision, including preventing their entry to our setting based on a protected characteristic as defined by the Equality Act (2010).
- We advertise our service widely.
- We provide information in clear, concise language, whether in spoken or written form and provide information in other languages (wherever possible).
- We reflect the diversity of our community and wider society in our publicity and promotional materials.
- We provide information on our offer of provision for children with special educational needs and disabilities.
- We ensure that all parents are made aware of our Valuing Diversity and Promoting Equality Policy.
- We make reasonable adjustments to ensure that disabled children can participate successfully in the services and in the curriculum offered by the setting.
- We ensure, wherever possible, that we have a balanced intake of boys and girls in the setting.
- We take action against any discriminatory, harassing or victimising behaviour by our staff, volunteers or parents whether by:
 - Direct discrimination – someone is treated less favourably because of a protected characteristic e.g. preventing families of a specific ethnic group from using the service.
 - Indirect discrimination – someone is affected unfavourably by a general policy e.g. children must only speak English in the setting.
 - Discrimination arising from a disability – someone is treated less favourable because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity.
 - Association – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background.
 - Perception – Discrimination on the basis that is thought someone has a protected characteristic e.g. making assumptions about someone’s sexual orientation.



- Displaying of openly discriminatory and possibly offensive or threatening materials, name calling, or threatening behaviour are unacceptable on or around our premises and will be dealt with immediately and discreetly by asking the adult to stop using the unacceptable behaviour and inviting them to read and to act in accordance with the relevant policy statement and procedure. Failure to comply may lead to the adult being excluded from the premises.

Employment

- We advertise posts and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria and occupational requirements of the job is offered the post, subject to references and suitability checks. This ensures fairness in the selection process.
- All our job descriptions include a commitment to promoting equality, recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for our staff and volunteers to enable them to develop anti-discriminatory and inclusive practices.
- We ensure that our staff are confident and fully trained in administering relevant medicines and performing invasive care procedures on children when these are required.
- We review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Equality.

Curriculum

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self-esteem, empathy, critical thinking and reflection.

We ensure that our practice is fully inclusive by:



- Creating an environment of mutual respect and tolerance through integration of Kingdom values and modelling of respectful behaviour by Key Workers.
- Modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Positively reflecting the widest possible range of communities within resources, such as puzzles and books from around the world.
- Avoiding use of stereotypes or derogatory images within our books or any other visual materials.
- Celebrating Christian festivals and Holy days, but making provision for children to talk about their own experiences within their families' faith through conversation with their key person and giving them the opportunity to share celebrations with us.
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- Ensuring that disabled children with and without special educational needs are fully supported.
- Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages by creating primary word lists of their home languages.

We will ensure that our environment is as accessible as possible for all visitors and service users. We do this by:

- Undertaking an access audit to establish if the setting is accessible to all disabled children and adults. If access to the setting is found to treat disabled children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.
- Fully differentiating the environment, resources and curriculum to accommodate a wide range of learning, physical and sensory needs.

Valuing Diversity in Families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting through their 'All About Me' and through Iconnect parents' sending in observations from home.



- We encourage Mothers, Fathers and other carers to take part in the life of the setting and to contribute fully through our Kingdom Community and Parent Rota.
- For Families who speak languages in addition to English, we will develop means to encourage their full inclusion through meeting with them and someone who is able to support with the language.
- We offer a flexible payment system for families experiencing financial difficulties to get them back on track and offer information regarding sources of financial support.
- We take positive action to encourage disadvantaged and under-represented groups to use the setting such as offering a range of flexible sessions and a range of funding available.

Food

- We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met wherever possible.
- We help children to learn about a range of food and of cultural approaches to mealtimes/eating and to respect the differences among them.

Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.
- We positively encourage fathers to be involved in the setting, especially those fathers who do not live with the child.
- Information about meetings is communicated in a variety of ways, written, verbal and where resources allow in translation, to ensure that all mothers and fathers have information about, and access to, the meetings.

Monitoring and Reviewing

- So that our policies and procedures remain effective, we monitor and review them annually to ensure our strategies meet our overall aims to promote equality, inclusion and to value diversity.
- We provide a complaints procedure and a complaints summary record for parents to see.



Christian Ethos

While we welcome families from all traditions and cultures, we do expect that families who send their children to Kingdom Pre-School, respect the Christian ethos of the group. This means that we only celebrate Christian Festivals and that each day there will be a bible story, songs and prayer. We do however, encourage children from other faiths to share their experience of festivals they have celebrated. We always respect and value the different religious experiences of the children in the group.

Public Sector Equality Duty

- We have a duty to eliminate discrimination, promote equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

Legal Framework

The Equality Act (2010)

Children Act (1989) & (2004)

Children and Families Act (2014)

Special Educational Needs and Disabilities Code of Practice (2014)