

PROMOTING INCLUSION, EQUALITY AND VALUING DIVERSITY

Woodroyd Nursery will ensure positive self-concept and self-esteem is promoted for all children through treating each child as an individual and with equal concern. This will be achieved by:

Each child's developmental and emotional needs being met at all times.

Challenging discrimination where it impacts on children, families and staffing within the nursery.

Promoting positive, dynamic and diverse role models through a thorough recruitment and selection process open to everyone.

The staff team will discuss aspects of the child and family's identity with the parents/carers when settling in a new child.

Nursery staff use positive language with children when discussing physical attributes and differences of abilities, languages spoken and gender attributes.

All staff having a sound knowledge of different cultures and be able to reflect these using imagination and creativity. This includes celebrating festivals authentically by including parents/carers and the wider community to provide children with positive experiences.

There is an ethos within nursery where parents, staff and children are encouraged to express their cultural selves and speak their own languages in ways that enhance the culture of the setting.

Children have access to a variety of resources, books, materials, images, foods, photographs and activities that reflect the diversity of their local community and the world around them. Parents will be informed about any events being celebrated.

Children have access to resources and activities that enable them to explore their own identity, explore differences and develop empathy.

It is recognised that members of staff in diverse teams will provide a range of views and opinions. It is important that all views and perspectives are shared and valued and that decisions made will result in the best interest of the child.

Woodroyd Nursery ensure that individual records of achievement include references to the children's identity and their attitudes towards differences. Records should use positive language when describing the child's differing abilities. Records should also show the relevant involvement of children with special educational needs in the planning of their care and education.

Allegations of discriminatory remarks or behaviour are treated seriously. Woodroyd Nursery recognise that young children are learning how to grow up in a diverse world and are developing appropriate attitudes. This is challenging and they will make mistakes when picking up appropriate attitudes and may experience difficulty

understanding. Staff will be on hand to guide this development and understanding in a positive manner.

Staff will approach any incident with sensitivity, stating why what they said was wrong and provide appropriate information by explaining to children about different cultures. Children are encouraged to value and respect each other and will be supported in their learning and not made to feel uncomfortable about making mistakes.

Parents are expected to abide by the policy for inclusion, diversity and equality and to support their child in the aims of the nursery.

Any incident involving a parent/carer or staff member and discriminatory remarks, threats or violence, will be taken very seriously and handled as stated in the employee handbook.

Where staff feels threatened or under attack from discriminatory behaviour they should write a statement of what happened enabling other staff and the Childcare Manager to provide tangible support to reduce vulnerability.

There is a Whistle Blowing policy in place for staff.