



Equalities, Inclusion and Diversity Policy

Statement of Intent

Mulberry Corner takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child.

Mulberry Corner is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin or political belief has no place within this nursery.

Mulberry Corner fosters a positive atmosphere of mutual respect and trust among children and staff.

The purpose of this policy is to:

- Provide equal opportunities and inclusion for all children and their families;
- Deal with all forms of discrimination consistently, promptly and efficiently;
- Ensure there is equal access to all areas of the curriculum for all the children in our care;
- Include and value the contribution of all families to our understanding of equality, inclusion and diversity;
- Promote fundamental British Values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs;
- Comply with all Acts of Parliament which have an effect on employment.

Legal Framework

This policy has been drawn up in accordance with the following Acts of Parliament:

- The Sex Discrimination Act 1986;
- UN Convention on the Rights of the Child 1989;
- Race Relations Act 2000;
- Children Act 2004;

- Employment Equality Acts 2006;
- Equality Act 2010;
- Special Education Needs and Disability Code of Practice 2014.

Our Aims

Mulberry Corner nursery and its staff are committed to:

1. Providing positive non-stereotypical information and role models;
2. Providing a secure environment in which all our children can flourish and all contributions are valued;
3. Striving to promote equal access to our services and any activities on offer to all children (whenever possible), adapting activities where necessary;
4. Continually improving our knowledge and understanding of issues of equality, inclusion and diversity; and
5. Regularly reviewing, monitoring and evaluating the effectiveness of inclusive practices.

In order to achieve the aims of this policy we:

- Celebrate festivals throughout the nursery, including events that are relevant to the children attending Mulberry Corner;
- Welcome any parent/carer who would like to be involved with widening our education about their cultural or religious beliefs;
- Ensure that children learning English as an additional language have full access to the curriculum and are supported in their learning;
- Ensure that all children have equal access to early learning and play opportunities;
- Ensure that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds;
- Help children to understand that discriminatory behaviour and remarks are unacceptable and work hard to create an environment of mutual respect and empathy;
- Try to reflect the widest possible range of communities in our choices of resources;
- Avoid stereotypical or derogatory images in the selection of our materials at nursery;
- Actively promote an open door policy within the nursery;
- Work alongside agencies when resources and relevant information is required;
- Support staff within the nursery, offering hand-outs and training.

Special Educational Needs

- Our Lead SENCo is Michelle Harrison. Michelle is supported by Hayley Shorthouse (Preschool) and Sarah Lewis (Nursery). The SENCo's role includes ensuring that she

works alongside the Special Educational Needs Code of Practice. This is a guide on how to identify, assess and provide help for all children with Special Educational Needs.

- We ensure that all children, including those who are disabled or have Special Educational Needs are included, valued and supported and that any reasonable adjustments are made.
- We plan our activities to enable all children with or without Special Educational Needs to explore and learn at their own pace. This ensures that each child's individual needs are met.

Parental Partnerships

- The nursery is accessible to all children and families in the local community.
- Mulberry Corner strives to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of their children are met.
- Meetings will be arranged to ensure that all families who wish to, may be consulted in the running of the nursery.
- Information can be communicated to parents in a number of ways – verbal, written, by email and can be translated into other languages upon request.

Training

Mulberry Corner recognises the importance of training as a key factor in the implementation of an effective inclusion, equality and diversity policy. Such training is provided to all our staff annually.

All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory and to recognise and celebrate other cultures and traditions.

Recruitment

Mulberry Corner ensures that individuals are recruited, selected, trained and promoted on the basis of their own skills, qualification and experience. We monitor our application process to ensure that it is fair and accessible.

Upon recruiting a new member of staff, application forms will not include questions that potentially discriminate on any of the grounds set out in this policy. At interview, no questions will be posed which potentially discriminate on any of the grounds set out in this policy. All candidates will be asked the same questions and members of the selection group will not introduce nor use their personal knowledge of candidates acquired outside the selection process. Candidates are given the opportunity to receive feedback on the reasons why they were not successful.