

Equal Opportunity and Inclusion Policy

This policy was adopted from	Signed on behalf of Twickenham Park Riverside	Date for review
Policies from 20/21	Guy Mitchell	September 2022

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Second Designated Senior Person for Equal Opportunity and Inclusion: Tina Sutton

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Twickenham Park Riverside is an equal opportunities employer. Discrimination of any kind is not tolerated at this Nursery. Employers and staff at Twickenham Park Riverside are dedicated to provide a welcoming, sensitive and stimulating environment for all parents, nominated carers and children, regardless of their gender, age, colour, health, disability, ethnic or national race, linguistic background, socio-economic background, religious or political beliefs, family circumstances or sexual orientation.

General Aims:

1. We aim to encourage self-respect and respect for each other in our contact with children, parents and staff
2. We aim to reprimand any conduct, name-calling or bullying by children, parents or staff that threatens the self-esteem of any individual
3. We aim to promote the child's rights to be part of a community, free from direct or indirect discrimination
4. We aim to facilitate the child's needs, as indicated by the individual, rather than treating all children alike
5. We believe that every person has the right to achieve his or her potential and that every child should have equal access to the curriculum
6. We aim to support an awareness of multi-cultural values
7. We aim to promote non-sexist, non-racist conduct in the classroom, playground and staff room
8. We aim to enhance the children's self-esteem and self-confidence by positively working to reduce any gender or sexual stereotyped prejudice
9. We aim to allow the child's freedom to work towards his independence
10. We aim to promote peace and harmony in the classroom

Practices:

We are all equal and we are all different.

1. We believe all people are equal and we aim to respect and value their differences by fostering a sense of identity in an environment free from prejudice. In doing so, we recognise that each child's
2. needs are different and we do not, therefore, facilitate everyone's needs in the same manner. We treat and respect each child as an individual.
3. We are sensitive to the different learning styles which children may identify with.
4. Children of both sexes have equal opportunities at Twickenham Park Day Nursery and equal access to all areas of the whole Nursery curriculum. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.

5. All children are encouraged to work and play freely with others of both sexes.
6. We recognise and respect the values originating from different backgrounds.
7. Since we are part of a multi-cultural, multi-lingual, multi-racial society, all children are taught to understand and respect our society and the cultural, linguistic and religious backgrounds of each other. This is evident in the cross-curriculum.
8. In dealing with prejudices and grievances, we use role-play and discussion to help children develop empathy and understanding for each other.
9. We select literature, music, drama and art that promote the achievement of men and women, various ethnic groups, cultures, languages and people with disabilities.
10. Efforts are made to recognise and be aware of the possibility of sexist, stereotyped or racist prejudice in displays, reading schemes and Nursery teaching and learning materials and our teaching styles.
11. We actively support anti-sexist and anti-racist attitudes and behaviour in the classroom and staff room.
12. We ensure that seating, resources and activities are organised in a non-sexist, non-racist manner, and that movement around the Nursery is not restricted for the disabled.
13. We recognise and respect parents' responsibility for their children and are available and open to discussion.
14. Opportunities, where possible are given for children to work with teaching and non-teaching staff of both sexes.
15. All teaching and non-teaching positions are not sex-specific, and both men and women are encouraged to teach all age groups.

The Equal Opportunities Statement seeks to stamp out unfair and biased practices if and wherever they arise at Twickenham Park Riverside. We encourage a diverse community in which all individuals may contribute as fully as possible. The Nursery requires staff, parents/carers and children to behave in a non-discriminatory manner and expects their full support of nursery practices that discard or restrict equality.

Training:

We encourage staff to access training opportunities to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.

We ensure that staff are confident and fully trained in administering relevant medicines.

We regularly review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum:

The curriculum encourages children to develop positive attitudes about themselves as well as to people who are different from themselves.

Our environment is as accessible as possible. If access to the Nursery is found to treat disabled children or adults less favourably then we will try to make reasonable adjustments to accommodate the needs of disabled children and adults.

We do this by:

1. making children feel valued and good about themselves and others;
2. ensuring that children have equality of access to learning;
3. adjusting the environment and resources to accommodate a wide range of learning, physical and sensory impairments;
4. making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
5. positively reflecting the widest possible range of communities in the choice of resources;
6. avoiding stereotypes or derogatory images in the selection of books and resources;
7. celebrating a wide range of festivals;
8. creating an environment of mutual respect and tolerance;
9. differentiating the curriculum to meet children's special educational needs;

10. helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
11. ensuring that the curriculum offered is inclusive of children with special educational needs and disabilities;
12. ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning;

Policy for Special Educational Needs:

1. We accept children with special educational needs and disabilities.
2. It is our policy whenever possible to integrate children with special needs and/or disabilities into our classrooms, to promote the welfare and development of the child.
3. Twickenham Park Riverside follows the Department of Education's Code of Practice.
4. Children with special needs are given the same opportunities as all children in the Nursery; they will as far as is possible, follow all play activities in order to promote their welfare and development.
5. Each parent or guardian is asked to provide full information and specialised staff if necessary, to support their child's special requirements.
6. Where an initial concern is expressed, either by a teacher or a parent, then the procedures as stated in the Special Needs Policy will be followed, parents will be consulted, and a specialist referral made as soon as possible.
7. An appointed SENCO (Special Needs Coordinating Officer) has been appointed to ensure these practices are being met.

The appointed SENCO is **Rachel Seymour**

For any issue relating to The Equality Act 2010 you may contact; Human Rights Commission – 08457622633. Should you feel your complaint is not satisfactorily addressed you have the right to raise the matter with OFSTED.

They can be contacted at: Early Years OFSTED Complaints Manager, Piccadilly Gate, Store Street, Manchester, M1 2WD, 0300 123 1231

Monitoring and reviewing

To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meets the overall aims to promote equality, inclusion and valuing diversity.