

The relevant legislation underpinning this policy includes:

- Special Educational Needs and Disability Code of Practice: 0 to 25 years 2014
- The Children and Families Act 2014, Part 3
- The Equality Act 2010
- Special Educational Needs and Disability Regulations 2014
- Statutory Framework for the Early Years Foundation Stage 2017
- Working Together to Safeguard Children 2015
- Green Paper: Support and Aspirations 2011

1.0 Policy Statement

We will ensure that our nurseries are fully inclusive, meeting the needs of all staff, children and their families, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our ethos values diversity for all our staff, children, families and visitors to our nurseries. We are committed to anti-discriminatory practice and promoting equality of opportunity.

2.0 Our aims

- To provide a secure and accessible environment for all our children to flourish in and where their contributions are considered and valued.
- To include, value and support the contribution of all families in our understanding and promotion of equality and diversity.
- To secure a level of trust and confidence from parents, children and staff to create a rich and diverse sense of community within the nursery and value each other's viewpoints.
- To provide positive, non-stereotypical attitudes, resources, environments and activities about gender roles, diverse ethnic and cultural groups and disabled people.
- To continually improve our knowledge and understanding of issues of anti-discriminatory practice.
- To make inclusion for all children a thread that runs through all of the activities in the nursery.
- To challenge discriminatory attitudes, behaviour and practices.

3.0 The Curriculum

The Childbase Partnership encourages children to develop positive attitudes about themselves; seeing similarities and differences between themselves and others. This encourages children to empathise with others, begin to develop the skills of critical thinking, develop their language, communication and social skills and raise their self-esteem alongside giving them a sense of belonging. The Childbase Partnership challenges discriminatory attitudes and practices. We support all children by providing rich opportunities and environments. Our environment is as accessible as possible and we will make reasonable adjustments to accommodate the needs of all staff, children, families and visitors both indoors and outdoors. This includes staff facilities, bathroom facilities and taking into account a number of factors including cost, available resources, health and safety and the interests of the other children and staff. These are all ways that we promote 'British Values'.

4.0 Good Practice Guide

- We welcome the diversity of family lifestyles and ensure we build relationships with children and their families to create a partnership between home and nursery.
- We respect and recognise that different types of families successfully love and care for their children.
- We help children understand that some language and behaviour is not acceptable when it is harmful or discriminatory to others.
- We talk to children's parents if a child uses discriminatory language or displays discriminatory behaviour to explain why it is not acceptable.
- We ensure positive language and descriptors are used when talking directly to and about all children, staff and parents.

- We encourage children and parents to contribute stories of their everyday life with the nursery.
- We value and respect languages, accents and dialects spoken at home as an essential part of the children's identity for families who speak languages in addition to English. We will develop means to ensure each child's full inclusion, including use of translations and basic labelling of home languages in the environment.
- We ensure that children speaking languages other than English are supported in the development of their home languages.
- We ensure that children learning English as an additional language have full access to the curriculum and are supported in their learning.
- We will encourage involvement from the community with special visits for the children.
- We will celebrate a wide range of relevant festivals and special days.
- We will follow the environmental guidance on the Indoor and Outdoor Environment cards relating specifically to equality and diversity.
- We will incorporate musical instruments and music from various cultures as part of our environment, further bringing familiar experiences from home life into the nursery.
- We will positively reflect the widest possible range of communities from around the world in the choice of resources accessible to the children.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met where possible.
- We will help children to learn about a range of food and cultural approaches to mealtimes and eating, and to respect the differences among them.
- We will provide cooking opportunities as part of the curriculum that reflect foods and cooking styles from a variety of cultures.

5.0 Document Control

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