



ABERDEEN PARK NURSERY

Childhood
Not just childcare

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Equality and Diversity Policy

Aberdeen Park Nursery is committed to provide equality of opportunity and anti-discriminatory practice for all staff, children and families attending our setting in accordance with the Equality Act (2010). We aim to provide a positive and loving learning environment free from prejudice, discrimination, and fear, in which all staff, children and their families feel accepted, respected, and valued. We believe that **all** at APN should be given every opportunity to fully fulfill their potential and should be able to enjoy, work, play and learn together without feeling excluded or disadvantaged for any reason.

APN's staff understand their responsibility and declare full compliance with the Equal Opportunities Act 2010. We are committed to combating all forms of prejudice and eliminating all forms of unfair discrimination. It is our intention that no potential or actual nursery user, whether child, adult or member of staff, will not receive less favorable treatment on the grounds of race, religion or belief, gender reassignment, disability, sex, sexual orientation, age, marriage, or civil partnership.

Aberdeen Park Nursery recognises the existence of **racism, sexism, prejudice and discrimination** against people because of their **disability, culture, religion or belief, marital status, age, gender, gender reassignment, sexual orientation, and social economic background**.

APN aims not to discriminate against any of the above groups and to actively fight against any prejudices towards them.

Regrettably, due to building restrictions, wheelchair access is not available inside the building, but it is available into our garden area.

We recognise that many negative, destructive and insidious attitudes still exist in society and we are aware of the effect and the damaging consequences it can cause a child and/or adult. It is embedded in our ethos to encourage positive action to ensure children are valued for themselves and as unique individuals and should have the opportunity to experience a challenging and enjoyable program of learning and development that meets their individual interests and needs.

Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as towards people who are different from themselves. Practitioners actively model, teach and encourage children to empathise with others as well as providing children with learning opportunities to develop their critical thinking skills and helping children to develop social competence - the ability to accept the view of others, express feelings appropriately, resolve conflicts with others, care for one's own needs and show concern for others, working cooperatively to meet a common goal. By doing this, we hope that we will create an awareness of the different needs of others and encourage children to live harmoniously as caring members of society.

APN's staff understand that the curriculum is crucial to tackle inequalities for children including gender stereotyping, preventing bullying, and raising attainment for certain groups. The principles of equality and diversity are embedded in our curriculum intent and implementation.

Any discriminatory incident involving a child will be dealt with promptly and sensitively and with parental involvement. We aim to develop an awareness of and sensitivity to people with disabilities and work towards positive and meaningful inclusion. Our policy will adhere to the extended SEN Policy and Disability Act 2015.

For children, whose first language is not English we must take reasonable steps to provide opportunities for them to develop their own home language in play and learning, ensuring at the same time that EAL children are provided with rich learning opportunities to grasp the English language. We will seek help from parents who speak the same language to interpret for us and/or aim to provide where possible dual language literature.

Resources:

At APN we meet multicultural and SEN's needs by providing learning resources, equipment and learning experiences that meet children's cultural and specific learning needs as well as by having a knowledgeable and caring workforce that actively supports and extends children's learning experiences.

Concepts common to all cultures will be valued and encouraged, such as music, language, games, foods and clothing and we acknowledge and celebrate a variety of cultural festivals. Our curriculum approach portrays that are many ways of seeing and living in the world and our learning resources reflect diversity e.g., cooking, dressing up clothes, books, jigsaws, and visual aids all portray people positively in a wide variety of roles and cultures and disabilities. All children notice differences. This is developmentally appropriate and, by itself, not a problem. Our aim is to help children develop positive attitudes to differences and see them as normal, familiar, acceptable and useful. All children will be equally encouraged to play in all areas of the nursery including the outdoor play area and to share the space provided.

We aim to purchase resources that reflect the different backgrounds of children attending the nursery to use them to stimulate social learning in a positive and equal way within our setting.

We do this through:

- Books, puzzles, posters, and dolls that reflect different cultures which are used in a positive way.
- Black and other ethnic groups as the main characters.
- Girls as leaders, disabled children are portrayed as active and valued members of society.
- We sing songs from different cultures, using non-sexist language, e.g., reversing him for her in songs and stories to redress the balance.
- Various festivals are celebrated, parents are asked to contribute with their expertise to authenticate any topic.
- Our menus are from a variety of cultures.
- Staff will be recruited and employed under the conditions of Equal Opportunities and a

commitment to implementing the equal opportunities policy will form part of the job description for all workers.

- Staff are trained in basic Makaton.

Employment:

- Posts are advertised 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 is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and 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 staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff is confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

NOTE: All incidents of discrimination treatment, bullying and/or harassment must be reported to the designated person and recorded as soon as possible and in any event within 24 hours of the incident.

This policy will be reviewed annually.
Next review date: July2023.