



# Little Angels Day Nursery & Pre-Prep School



## Equality and Diversity

At Little Angels, we are fully committed to the active promotion of Equal Opportunities in our employment practises, our work in the nursery and in the provision of all our services.

We value the need for children to be free from discrimination. Our staff, students and volunteers are committed to equality and promoting mutual respect. We teach children to learn about equality and justice through their play.

We fully promote family members and staff to work together to share information. By respecting the different cultures, home languages, play activities and children's specific need. Children are treated fairly at all times. There is no restriction in our admission of children based on race, religion, culture, ethnic background, age, gender, less able/ special needs or sexual orientation. Parents are expected to adhere to our registration system.

Anti –discriminatory practice is promoted throughout the nursery at all times.

By:

- Making children feel valued and good about themselves
- Making children value their gender differences and celebrate it
- Talking about the child's unique personality
- Ensuring all children are included
- Enabling children to share their experiences with each other and with staff
- Creating an environment of mutual respect and tolerance
- Encouraging children to develop positive attitudes to people who are different from themselves
- Displaying a wide range of positive images and objects to reflect non- stereotypical roles, racial, cultural and religious diversity and disability
- Celebrating wide range of festivals
- Being aware of the possible effects of how you talk to children and the use of language you can use
- Using resources which reflect diversity such as books, dolls, role play and equipment
- Making mealtimes a way to encourage children's awareness and diversity
- Providing activities to help children appreciate and value each other's similarities and difference
- Treating children with individual and equal concern

# Policy 17

Equal opportunities are continually implemented in every aspect of our service.

This includes: -

## For staff

- Recruitment
- Staff inductions
- Training opportunities
- Conduct at work
- Disciplinary and grievance procedures

## For children

- Menus
- Toys, books, jigsaws etc.
- Displays
- Activities

We believe that all people are equal whatever their race, culture, ability, gender, social class or religion, we must respect their differences.

We will not tolerate discriminatory behaviour or remarks at the nursery. We will oppose and challenge any discriminatory practices and attitudes.

**Direct discrimination** means treating a person from a particular racial group less well than someone in the same or similar circumstances but from a different racial group. The motive of for such treatment is irrelevant.

**Indirect discrimination** occurs when a provision, criterion or practice, applied equally to everyone puts people from a particular racial group (based on race or ethnic or national origin) at a disadvantage because they cannot comply.

The nursery recognises the wide range of Special Needs of staff members as well as children and families in the community, and will consider what part it can play in meeting these needs.

At Little Angels, we have an allocated Equal Opportunities Officer as well as a Festival Co-ordinator. Please see role descriptions below.

## Equal Opportunities Officer

-To ensure all staff and children are treated as equals

-To ensure that the nursery has positive images of different cultures, religions, race, gender, languages etc. through posters, books, jigsaws, menus, children's displays etc.

-To liaise with the Festival Co-ordinator to ensure that cultures of all staff and children in the nursery are celebrated

-To respect the needs of staff and children with different cultures e.g. they might need a particular break time to correspond with a cultural festival, wearing religious headscarves

## Policy 17

- To attend appropriate training and report back to staff team in staff meeting
- To make all staff feel welcome and part of the team

### Festival Co-ordinator

- To order the festival calendar in November for the following year

To set up a yearly plan of festivals to celebrate at the nursery

- To liaise with the Equal Opportunities Officer to ensure the cultures of all staff and children in the nursery is celebrated

- To let all staff know at least a month in advance of any big festivals so that equipment can be ordered, books collected etc.

- To collect information on festivals from Internet, magazines etc. and keep in the festival file

### *Race Relations Amendment Act 2000*

The race relations Act 1976 as amended by the Race relation (Amendment) Act 2000 gives public authorities a statutory general duty to promote race equality. The aim of the general duty is to make promoting race equality central to the way public authorities work; and this includes schools. The general duty says that the body must have 'due regard to the need to:

- Eliminate unlawful racial discrimination; and
- Promote equality of opportunity and good relations between people of different racial backgrounds
- In addition the Act places specific duties on schools to help them meet the general duty.

*Little Angels is an Equal Opportunities employer*

### **Procedure**

- All discrimination will be challenged in an appropriate manner whether it is direct or indirect discrimination.
- Any comment or remark made which is derogatory, stereo typical or racist will be challenged
- Staff will correct the child or adult and emphasis that discrimination will not be tolerated
- A record will be kept exactly detailing what was said or done and when
- This record will be referred onto the manager and directors
- The supervisor of the room will either speak to the child's parents or the adult emphasising the importance of mutual respect
- Observation will be carried out to ensure that the matter has been readdressed
- Depending on the nature of the remark or behaviour it may be necessary to arrange a meeting with the child's parents or the adult and the directors
- The equal opportunities officer will lend support to the child or adult in re-educating their views
- Discrimination of any kind arouses strong emotions; we need to be able to handle the matter sensitively, with respect and confidentially.

Reviewed January 2019

Next review January 2020