Happy Mindz Day Nursery and Pre School

The Old Chapel School

Wickham

Hampshire

PO17 5DE

Company ReGestration NO: 09775379



Equality, Diversity and Inclusion Policy

**Equality, Diversity and Inclusion**

At Happy Mindz we are committed to providing a welcoming environment for all children and their families. We strive to provide an environment that is inclusive, ensuring that children and their families are viewed as unique individuals and have access to equal opportunities.Happy Mindz and its staff, students and volunteers are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practise for all children and families who choose to access our provision. We aim to promote British values and create tomorrows citizens who will respect others, be tolerant and support each other. The equal opportunities policy of Happy Mindz applies to all people, whether using or working within the setting ensuring our practises are inclusive to everyone.

The **Equality Act 2010** protects individuals from unfair treatment and promotes a fair and more equal society; the Act covers nine main pieces of legislation that have merged and these are:

* The Equal Pay Act 1970
* The Equality Act 1970
* The Sex Discrimination Act 1975
* The Race Relations Act 1976
* The Disability Discrimination Act 1995
* The Employment Equality (Religion or Belief) Regulations 2003
* The Employment Equality (Sexual Orientation) Regulations 2003
* The Employment Equality (Age) Regulations 2006
* The Equality Act 2006, Part 2 The Equality Act (Sexual Orientation) Regulations 2007

**Equality**

Equality is ensuring that everyone is treated equally. Consequently to ensure equality of opportunity, individuals/groups may be treated differently in accordance with their individual needs and beliefs.

**Diversity**

Diversity is recognising that individuals and groups of people are different and that it is important to valve and celebrate difference. As a setting we will do this through our resources, environment layout and specifically planned activities to learn about the community in which we live and how we are different from others i.e. our peers.

**Inclusion**

At Happy Mindz we understand that Inclusion is meant in the widest sense. It incorporates children and young people as well as the rights of parents/carers, students and all its staff. It includes individual children with special educational needs and / or disability, as well as those from minority groups; Travellers; and any other diverse cultural groups. It also includes those with English as an additional language and Children in Public Care (looked after children). Those with specific medical needs; suffering from low self-esteem: or experiencing mental health difficulties are also included. It also incorporates the rights of the child and equal opportunities, as well as any other groups at risk of exclusion or social exclusion. Our nursery believes and recognises that there are many different types of families who love and care for children. We celebrate the fact that we live in a multicultural, multi-faith society. We aim to demonstrate that we positively value and respect children from all ethnic origins/racial, religions, cultures, linguistics backgrounds and abilities.

**Promoting British Values**

The DfE have recently reinforced the need "to create and enforce a clear and rigorous expectations on all schools to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs". At Happy Mindz, we encourage our children to make choices knowing that they are in a safe and supportive environment with an empowering education ethos. Children are encouraged to know, understand and exercise their rights and personal freedoms through free choice play, appropriate resources and environments, observations, discussions and using their voice. Please see our Positive Behaviour, SEND and Play and Learning policies which expand on British values and how as a setting we encourage children to learn right from wrong and have the freedom to express their views.

**Our Expectations**

At Happy Mindz we expect all adults working within our provision to treat children fairly and equally to meet their individual needs. We are open to all within the community and we will welcome everyone into our setting. We will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons. Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable.

**In order to promote equality, diversity and British values we will**:

* Ensure that all parents/carers are made aware of our equal opportunities policy.
* Offer equality and choice for all.
* Advertise our setting in our local community and wider areas.
* Reflect the diversity of members of our society in our publicity and promotional materials as well as in the setting
* Ensure our admissions policy promotes equality for all children and families.
* Not discriminate against a family or prevent entry to our setting, on any grounds.
* Provide opportunities for parents/carers to contribute to their child’s care and education.
* Offer information regarding sources of financial support for families with differing means.
* Give children a voice in adapting and contributing to our provision and the way our practises are delivered as well as taking on board the voice of the parent/carers.

**We aim to encourage children to develop positive attitudes about themselves and other people. We will do this by:**

* Listening to children to ensure each child feels included, safe, valued and respected.
* Ensuring that all children have equal access to activities, resources and learning opportunities.
* Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
* Providing play materials/resources and activities that demonstrates diversity of background and ability, and help to develop positive attitudes to differences of race, culture, language, gender and ability.
* Promoting children’s awareness of their own culture and beliefs and those of other people.
* Ensuring the differentiation of activities to include the needs and stages of all children.
* Working in partnership with other professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of the provision.
* Avoiding stereotypical images in equipment, resources and activities.
* Using positive, non-discriminatory language with all children.
* Valuing the home background of all children.
* Ensuring any discriminatory language or practice is challenged appropriately.
* Valuing the contribution of parents/carers to their child’s learning and wellbeing.

**Working with Parents and Carers**

* We aim to include and value the contribution of all families to our understanding of equality and diversity.
* We ensure that our parents/ carers have access to our Equality and Diversity policy by making it available in the Policies and Procedures folder in our reception area as well as including elements of this document within our nursery prospectus.
* We value the contribution that parents/carers can make to the setting and aim to make all parents/carers feel welcome to share in the daily life of the nursery.
* We provide home learning activity sheets to encourage parents/carers to get involved in the learning journey of their child and to enable them to help their child develop their next steps.
* We encourage parents/carers to become actively involved in the life of the nursery, for example assisting on outings, providing resources and leading/assisting activities for the children.
* We listen to the voice of our families and use their views and opinions to shape our practises and services we provide.

**Environment and Resources**

* We aim to provide a secure environment in which all children can flourish and in which all contributions are valued.
* We provide resources that give a balanced view of the world and an appreciation of the rich diversity of our society.
* We encourage children through play equipment and activities to explore, acknowledge and value similarities and differences between themselves and others within our setting and surrounding communities.
* Our physical resources take into account children’s size, height and physical needs, e.g. we have child-sized tables and chairs and sinks at their level.
* We use visual timetables to support children’s communication, including children with English as an additional language
* We work with professionals from outside agencies to provide a multi-agency network of support for children and their families

**English as an Additional Language:**

* Staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning.
* The setting will provide information in languages which reflect the needs of the local community for families who speak English as an additional language. Our practices will ensure their full inclusion.
* Alongside supporting parents/carers to continue to speak in the home language, staff will provide a range of meaningful contexts in which children have opportunities to develop English. English will be crucial as the language they use to access learning
* Providers must ensure that children have sufficient opportunities to learn and reach a good standard of English during the EYFS.
* Displays will have the different languages promoting the inclusion of different languages within the setting.
* For any parent/carer who is unable to use written English, a practitioner or management member will sit with them to complete relevant paperwork to sign up to a nursery place or any future documentations.

**Inclusion:**

Happy Mindz aims to develop children’s positive self-esteem and the esteem of others. Staff will set a good example by treating one another and the children with respect.

* The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged.
* Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
* Children will be given opportunities to enhance their understanding of different faiths and beliefs by participating in a range of celebrations throughout the year as well as having opportunities to dress up in a range of clothes and try different foods from other cultures.
* Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment as required by the DDA (Disability Discrimination Act) to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.

**Staff will focus on each child’s individual learning, development and care needs by;**

* Removing or helping to overcome barriers for children where these already exist
* Being alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately, involving other agencies as necessary
* Stretching and challenging all children.
* Ensuring all children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.

Happy Mindz Day Nursery and Pre-school work with the Special Educational Needs and Disability Code of Practice to ensure those children with SEND and their families are welcomed and fully included in all aspects of nursery life. Staffs receive ongoing training both in-house and externally to ensure that children with SEND are identified at the earliest opportunity and through activities and attention to any related health care needs, they make the maximum progress possible. We welcome parents/carers to visit the setting at any time and settling in sessions are offered to all.

**The Special Educational Needs Coordinator is:** Emma Kimber (Deputy Manager)

Happy Mindz will continually monitor and evaluate the effectiveness of its inclusion policy. Staff will attend regular and targeted training to enhance their development and keep up to date with the latest legislation. The manager will include updates as and when necessary as well as reviewing the policy annually with the staff team through staff meetings and memos.

**Staff**

* Happy Mindz is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age or physical/mental disability.
* We have a nominated Equalities representative **Claire Jarman Setting Director** who leads and promotes good practice in our setting according to our Equality and Diversity Policy.
* All staff members have knowledge of our Equality and Diversity Policy and share the responsibility of ensuring that we provide a fully inclusive service for children and their parents/carers and families. They recognise the importance of their role in promoting equality and challenging discrimination.
* We seek out ongoing training/professional development opportunities for staff to enable them to keep up to date with new developments, current research and appropriate practice. This information is stored in our individual staff files which are situated in the nursery office.

**Staff Training:**

* Staff, students and volunteers will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.
* The setting SENCO will attend training around special educational needs and the code of practice. (Please refer to the SENCO policy).
* Staff, students, volunteers will have equal access to identified training to ensure professional development.

**Employment Statement:**

* All posts will be advertised and applicants judged against specific and fair criteria
* Applicants will be welcomed from all backgrounds regardless of ethnicity, religion, culture, language, gender, sexual orientation or age.
* Successful applicants will be subject to references and clear DBS checks.
* Job descriptions will include a commitment to equality and diversity as part of the specifications.
* The recruitment process will be monitored to ensure that it meets the equal opportunities policy.

**Race Equality Statement:**

* Happy Mindz Day Nursery and Pre-school has due regard to eliminate unlawful racial discrimination
* We promote equality of opportunity and good relations between people of different racial groups
* We provide good opportunities for children from ethnic minorities and we wish individuals who access the setting to know that they will receive the same fair treatment and are cared for based on their individual needs
* All individuals are entitled to equal rights and the same opportunities, regardless of racial group
* We expect everyone involved in the setting to seek to eliminate racism where it is identified
* We strive to ensure equal access to the setting
* We encourage, support and help all children and staff to achieve their full potential
* Our resources will reflect cultural diversity.

**Action to be taken in case of discrimination**

Any concerns of discrimination should be reported to the manager in the first instance.

The concern may be raised to the **registered person (Shane Jarman)** if special conditions exist.

The management team will consider whether discrimination has occurred and agree on the appropriate actions and a response. The response will be made in writing to the person raising the concern. Actions will be implemented and monitored as appropriate. A report will be produced detailing the incident and recording any actions or outcome, and where appropriate other agencies will be informed.

**We will regularly review and monitor this policy and the practice of Happy Mindz Day Nursery and Pre-school to ensure that we are fully implementing the policy for equality, diversity and inclusion.**

**reviewed October 2016**

**To be reviewed October 2017**