



The Granary Nursery School
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Equality and Diversity Policy

Dated 05.05.2020

The Granary Nursery School works in accordance with the Equalities Act 2010.

We believe that the Nursery's activities should be open to all children and families and to all adults committed to their welfare. We aim to ensure that all who wish to work in or volunteer to help with our Nursery have an equal chance to do so. We will ensure that our service is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

Our practice is underpinned by the Early Years Foundation Stage, particularly:

A Unique Child -	1.2 Inclusive Practise
	1.3 Keeping Safe
Positive Relationships -	2.1 Respecting Each Other
	2.2 Parents as Partners
	2.3 Supporting Learning
Enabling Environments -	3.2 Supporting Every Child
	3.4 The Wider Context
Learning and Development	4.4 Areas of Learning and Development

The Nursery is open to all members of the community. If there is a vacancy for a child it shall be offered to any child who wishes to join the Nursery.

- We advertise our service widely
- We provide information in clear, concise language, whether in spoken or written form.

- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a Travelling Community or asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reason relating to disability.
- We ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents. Displays of openly discriminatory and possibly offensive materials, name calling or threatening behaviour are unacceptable on or around the premises and will be taken very seriously and be dealt with swiftly.
- We ensure that staff are aware of and understand what is meant by the term 'British Values' and ensure that these are embedded in our practice across the setting.
- Staff understand the importance of 'Prevent Duty' (Counter-Terrorism and Security Act 2015).

Employment

The Nursery will appoint the best person for each job and will treat all applicants for jobs, and those staff appointed, fairly and subject to references and checks by the Disclosure Barring Service. This ensures fairness in the selection process.

The Nursery is aware of and abides by the Age Discrimination Law of October 2006. No applicant or employee is discriminated against because of their age.

Commitment to implementing the Nursery's Equality and Diversity Policy will form part of the job description for all workers.

The nursery is committed to ensure that we will not discriminate in setting terms of employment relating to pay or awarding pay increases according to gender or disability.

Families

The Nursery recognizes that the child's parent or carer is the child's first educator.

We will always treat all children and their parents / carers with equal concern and value.

We welcome the diversity of family lifestyles and work with all families.

We encourage children to share stories of their everyday life, to the setting.

For families who speak other languages in addition to English we will endeavour to ensure they are fully inclusive.

The Nursery offers a flexible payment system for families with differing means.

The Curriculum / Environment

All children will be respected and their individuality and potential recognized, valued and nurtured. The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people that are different to themselves. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children to develop their self respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Environment

Our environment is as accessible as possible for all visitors and service users by:

- Making children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.
- Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities e.g. recognizing the different learning styles of girls and boys.
- Positively reflecting the widest possible range of communities in the choice of resources.
- Celebrating a wide range of festivals.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Differentiating the curriculum to meet children's Special Educational Needs.
- Ensuring that the curriculum offered is inclusive of children with SEN and children with disabilities.
- Ensuring that children learning English as an additional language (EAL) are supported in their learning and have full access to the curriculum.

Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met and encourage children to respect the differences amongst a range of cultural approaches to mealtimes and diet.

