



Equal Opportunities and Social Inclusion Policy

Little Professors Nursery believes in Equal opportunities for all. We welcome all sections of the community as children, parents/carers, students and staff. The Nursery aims to ensure that in the recruitment, employment, promotion and training of staff and in the admission, care and education of children and students, all individuals are given equal concern and treatment. We are committed to promoting anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

We believe that all people:

- Should be valued and respected as individuals
- Have their needs recognised and met and be given the opportunity to develop to their full potential
- Have the right to grow and learn in an environment that is free from prejudice and discrimination.

We aim to achieve this by:

- Treating all individuals with courtesy and respect
- Providing positive role models
- Positively reinforcing each individual's self esteem
- Celebrating diversity. We welcome parents/carers extended family to visit and celebrate festivals.
- Providing an anti-bias curriculum
- The staff incorporate Equal Opportunities into all themes and topics. This will not only happen to themes directly linked with other cultures but will be integrated throughout all of our plans and activities.
- Providing positive images of all members of our community.
- Select play equipment which reflects our diverse society
- Continually updating dressing up clothes to include items from different cultures
- Working with parents/ carers to ensure that their children's individual needs are met.
- Parents/ carers are welcomed to bring in items of interest to inform the Nursery more about the culture of the child, and family
- Promote the inclusion of children with disabilities/ special educational needs in the Nursery and provide appropriate care, education and a suitable environment in order to meet their requirements
- Ensuring that the Nursery displays a range of materials and images that offer a positive and non-stereotypical view of different cultures, religions, genders, family backgrounds etc.



- Encouraging children, students and staff members to celebrate differences, ask questions and learn about people who are different from themselves.
- Working within the local and wider community to develop the children's students and staff's knowledge and understanding of the diverse society in which we live.
- Challenging discriminatory remarks, behaviour and practice.
- Regularly reviewing our practice to ensure that it is non-discriminatory.
- Ensuring that no form of intimidation, bullying or harassment is tolerated.

The Nursery is committed to providing appropriate and high-quality care and education to all the children staff and children who attend. We believe that all children, staff, and students, including those identified as having special educational needs, have a common entitlement to a broad and balanced academic and social curriculum, which is accessible to them, and fully inclusive. The Nursery will make reasonable adjustments to allow full access to children, staff, and students to these entitlements.

We pay particular attention to the provision for and the success and achievements of different groups including:

- Male and female
- Children/staff/students for whom English is an additional language
- Children/staff/students with special educational needs
- Children/staff/students with disabilities
- Children/staff/students who are gifted and talented
- Others such as: those who are sick; those who are young carers; those who are in families under stress; any learners who are at risk of disaffection and exclusion

We recognise that children learn and develop at different rates and that there are many factors affecting achievement, including ability, emotional state, age and maturity. We believe that all children may experience difficulties which affect their learning, and recognise that these may be long or short term. At Little Professors Nursery we aim to identify these needs as they arise and provide support, which enables every child to achieve their full potential.

We aim to achieve inclusion and diversity through Nursery policies and procedures, staffing, relationships with parents and through links with the local wider community. We aim to make the Nursery environment as inclusive as possible within the restrictions of the building in which we are situated.

Carole Cole, Gemma Earp and Lisa Small have responsibility in the Nursery for the Monitoring of Equal opportunities/ Social inclusion should you have any queries or concerns.



What staff need to do

The persons responsible for equal opportunity monitoring will need to check all the children's registration forms every term for:

- The children's ethnic origin
- The parent's ethnic origin
- The parents social background
- The parent's sexual orientation
- Any parents who have disabilities
- Any children who have disabilities
- Any parents who have learning difficulties
- Any children who have learning difficulties
- Displays must reflect the statistics of the nursery
- Staff are promoting positive images and making positive contributions
- All toys/dressing up show ethnicity of the child who attend the nursery
- All dual text is displayed around the nursery
- Ideas for parents /carer to encourage them to participate in religious activities
- Check that books reflect the children's heritage
- Do meals and snacks reflect the culture of the children

The information received from registration forms will be entered onto the equal opportunity/social inclusion monitoring form on a termly basis. The information gathered from these forms will enable the nursery to have a rounded picture of the social, religious and ethnic background of the children and parents within the nursery, and enable us to make any improvements required to reflect this information within the nursery curriculum and environment.



Equal Opportunities and Social Inclusion monitoring form

PURPOSE:

The information received from registration forms will be entered onto the equal opportunity/social inclusion monitoring form on a termly basis. The information gathered from these forms will enable the nursery to have a rounded picture of the social, religious and ethnic background of the children and parents within the nursery, and enable us to make any improvements required to reflect this information within the nursery curriculum and environment.

Childs Ethnic Origin	Number of Children
White British	
Irish	
Traveller of Irish Heritage	
Gypsy/Roma	
Any other White background	
White & Black Caribbean	
White & Asian	
Any other mixed background	
Indian	
Pakistani	
Bangladeshi	
Any other Asian background	
Caribbean	
African	
Any other Black background	
Chinese	
Any other ethnic background	

Childs spoken language	Number of children
English	
French	
Polish	



Social Backgrounds	Number of children
Single Parents (Mother)	
Single Parents (Father)	
Grandparents	
Foster Carers	

Educational Background	Number of Children
No Special Educational Needs	
Statement of SEN	
Education Health & Care Plan	
Early Years Action	
Early Years Action Plus	
SEN Support	

	Yes	No
Positive Images		
Welcome signs in different languages		
Makaton signs used within the rooms		
Dual text used within the nursery		
Diverse range of dressing up assessable to the children		
Diverse selection of books reflecting the children's heritage		
All resources accessible to children and labelled		
Quiet area with beanbags and cushions		
Use of visual timeline		
Room areas labelled		
Photos from home displayed		
Do the information boards reflect the statistics		
Staff promote positive images and making positive comments		
Do meals and snacks reflect the cultural, religious or lifestyles of the children within the setting.		
Has there been any instances where discriminative behaviour has been observed within the nursery by children		
Has there been any instances where discriminative behaviour has been observed within the nursery by staff		

Actions to be taken: