



## Equality and Diversity Policy

### **Statement of Intent**

Tiny Toez is committed to providing equality of opportunity and anti-discriminatory practice for all children, their families and its employees. The nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to all individuals, whether they are adult or child.

Discrimination on the grounds of sex, disability, illness, race, religion, colour, creed, marital status, ethnic or national origin, or political belief has no place at Tiny Toez and should any person believe that this policy is not being totally adhered to, then it is their duty to bring the matter to the manager at the earliest opportunity to ensure that the relevant action can be taken.

The Legal Framework for this policy is:

- Children Act 1989
- Child Care Act 2006
- Equality Act 2010

The curriculum offered at Tiny Toez encourages children to develop positive attitudes to people who are different than themselves. The staff are committed to doing this by:

1. Making children feel valued and good about themselves by encouraging them to join in all activities such as dressing up, shop, home corner, dolls, climbing on large apparatus, bikes etc
2. Ensuring that children have equality of access to learning
3. Encouraging positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images. Books will be selected to promote such images of men and women, boys and girls.
4. Celebrating a wide range of festivals
5. Reflecting a wide range of communities in the choice of resources
6. Creating an environment of mutual respect and tolerance
7. Helping children to understand that discriminatory behaviour and remarks are unacceptable
8. Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities
9. Ensuring that children, whose first language is not English, have full access to the curriculum and are supported in their learning.
10. Regularly reviewing childcare practice to ensure the policy is effective.

## **Valuing Diversity in Families**

We at Tiny Toez welcome the diversity of family life and work with all families. We encourage children to contribute stories of their everyday life into the nursery.

We encourage parents/carers to take part in the life of the nursery and to contribute fully.

For families who have a first language other than English, we value the contribution their culture and language offer.

Managers and staff create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued. Children are engaged within the wider community and are made aware of other faiths, communities, cultures and traditions through activities at the setting. Tiny Toez promote diverse attitudes and challenge stereotypes.

## **Children as individuals – Valuing children’s rights**

Managers and staff encourage children to independent, and their right to express themselves as an individual. All children are listened to, their comments and wishes taken into consideration, and are also taught to respect and value views and opinions of others. Staff support children’s decisions and provide activities that promote turn taking, sharing and collaboration. We believe that following this method of teaching children’s self-esteem, knowledge and confidence will be enhanced.

## **Ensuring all children are safeguarded**

Safeguarding is taken very seriously and is paramount at all times. The setting will always try to ensure all activities are inclusive for each child, each child’s individual needs will be assessed and on very rare occasions after careful consideration is made, it may be decided that not all children can participate in some activities. This would also be a last resort to ensure that all children and staff are continually safeguarded from harm and from harming others. Alternative arrangements would be made for the child so that the child is still actively engaged with another appropriate activity. This relates to in and outdoor activities, also those that are not conducted at the setting.

(Please also see our Trips and Outings Policy)

## **Admissions**

Our nursery is open to all members of the community. No child will be discriminated against on the grounds of sex, race, religion, colour or creed. We will make every effort to make reasonable adjustments for disabled children and make every effort to encourage participation ensuring that every child is included and supported.

Tiny Toez will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted

age groups. We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media. We ensure that all parents are made aware of our equal opportunities policy.

## **Employment and Promotion**

Tiny Toez is committed to the principle of equal opportunity in employment.

All vacancies are advertised and all applicants are judged against explicit and fair criteria.

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment because of a protected characteristic i.e. race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy and maternity, gender reassignment, marriage/civil partnership, age, or on the basis of being a part-time or fixed term worker. Tiny Toez's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of employment against employees or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination; and
- bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for unlawful discrimination of any kind.

Employees contribute by:

- not discriminating against fellow employees, customers, clients, suppliers or members of the public with whom you come into contact during the course of your duties
- not inducing or attempting to induce others to practise unlawful discrimination; and
- reporting any discriminatory action to the Director.

The successful achievement of these objectives necessitates a contribution from everyone and everyone has an obligation to report any act of discrimination they become aware of or witness.

If you consider that you are a victim of unlawful discrimination you may raise the issue through the Grievance Procedure.

All staff are made aware that they may join a Trade Union if they so wish.

## Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent. All staff are, wherever possible, expected to participate in Equal Opportunities training.

## Training

Tiny Toez recognises the importance of training as a key factor in the implementation of an effective Equal Opportunities Policy therefore we seek out training opportunities for staff to enable them to develop practices which enable children to flourish. Equal opportunities is also included in our staff induction process. We review our practices to ensure that we are fully implementing our policy for equality and diversity. We have an Equal Opportunities Coordinator within the setting who has undergone relevant training. We work closely with our local authority early years advisor to ensure we offer an inclusive service and meet the individual needs of the children in our care. Tiny Toez is committed to the professional development of all staff, allowing them access to relevant training wherever possible to support them in their progression.

## Food

We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met. We help children to learn about a range of food, cultural approaches to mealtimes and eating, and to respect the differences among them.

### The Equality Opportunities coordinator is:

Name: \_(Named within each individual setting)\_\_\_\_\_

### Our Local Authority Early Years Advisor is:

Name: \_\_ Named within each individual setting)\_\_\_\_\_

	<u>Date</u>	<u>Next Review Date</u>
<u>Reviewed By</u>		
L. Jelf	November 2021	November 2022
C.Cuthbertson	January 2023	January 2024
C. Cuthbertson	January 2024	January 2025
C. Cuthbertson	November 2024	November 2025