



## **Equality and Diversity Policy**

Alfresco is committed to valuing diversity by providing equality of opportunity and ensuring anti-discriminatory practice for all children and families.

We aim to:

1. Base our admissions policy on a fair system open to all families of the community on a first come first served basis regardless of ethnic origin, gender, sexual orientation, religion, culture, disability or social background.
2. Provide a secure environment in which all children can flourish and in which all contributions are valued
3. Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities
4. Improve our knowledge and understanding of issues of anti-discriminatory practice and promoting equality and valuing diversity.

Our admissions procedures are inclusive to ensure equality of access and opportunity (also see Admissions Policy) and our physical environment is suitable for all children.

**Employment** - Posts are open to all and have a clear Job Description and Person Specification. We use safer recruitment procedures when employing any staff. Posts are advertised and all applicants are judged against explicit and fair criteria. Successful applicants are subject to references and checks by the Disclosure and Barring Service (DBS)

**Training** – Staff will be given training opportunities to enable them to continue to develop inclusive practice

**Valuing diversity** – we encourage the diversity of family lives styles and work with all families. We encourage the children to contribute stories of their everyday life to the setting

**Curriculum** – we endeavour to encourage all children to develop positive attitudes about themselves as well as to people who are different to themselves. – help children to feel values, ensure equality of access to provision, recognise all children are individual and so have different learning styles, avoid stereotypes or derogatory images in books/visual resources, recognise a range of festivals, Diwali, Christmas in particular in order to create environment of mutual respect and tolerance. The curriculum offered to all regardless of SEN/disability, helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable

**Resources** – we will endeavour to provide resources which will reflect society in which the children live

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

**Inclusion** - Aims and objectives

Alfresco Childcare aims to be an inclusive nursery. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our nursery:

- girls and boys

- minority ethnic and faith groups
- children who need support to learn English as an Additional Language
- children with Special Educational Needs and physical disabilities.
- gifted and talented children
- children who are at risk of disaffection or exclusion
- travellers and asylum seekers.
- Children looked after (CLA)
- Vulnerable groups of children

We achieve educational inclusion by continually reviewing what we do, through asking ourselves these key questions:

Do all our children achieve their best?

Are there differences in the achievement of different groups of children? I.e. summer-born, EAL etc.

What are we doing for those children who we know are not achieving their best?

Are our actions effective?

Are we successful in promoting racial harmony and preparing children to live in a diverse society?