



Equality & Diversity

Sweet Peas Nursery is committed to promoting equality for all. This is reflected throughout all our policies and the nursery works in accordance with current legislation. Policies and practices are regularly reviewed to ensure that children, families, team members, visitors and nursery users are treated with respect and included in all aspects of nursery life. As a setting, we actively promote Fundamental British Values in all of our practices.

The nursery will encourage recognition of the value of each individual and will not discriminate on grounds of nationality, gender, ethnicity, colour, sexual orientation, disability culture, language, religion, marital or parental status or age. This applies to children, parents/carers, employees, visitors and during the process of recruitment of new team members.

We aim to develop a non-judgmental, easily accessible, safe learning environment where difference is celebrated and all children and adults are valued as individuals.

All children will be given opportunities to develop their full potential and a positive identity. We believe that the children's activities and resources should be open to all children and families and to all adults who are committed to their care.

Training

Professional development of all team members is encouraged with the aim of raising awareness of equality for all and the role we play in developing an approach to life-long learning.

Team members

All team vacancies are advertised widely. Sweet Peas Nursery will appoint the best person for each position and will treat all applicants fairly and with respect. In this regard, the nursery will ensure that no job applicant or employee receives less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.



Team members are encouraged to be mindful of their behaviour and conduct within the nursery and act in a way that is non-judgemental and does not stereotype individuals.

We encourage team members to challenge stereotypical and judgemental behaviour in a sensitive but pro-active way. This includes attitudes which may be held by other colleagues, children and adults who use the setting.

The curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. We adhere to all aspects of the Early Years Foundation Stage and fully implement the British Values.

Activities and the use of resources offer children opportunities to develop in an environment free from prejudice and discrimination.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Activities and resources

Children have access to a wide range of resources and we display non-stereotypical, positive images of groups and individuals throughout the nursery. Resources 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 develop their self respect and to respect other people by avoiding stereotyping and using images and words, which reflect the contribution of all members of society.

We read stories from a range of different cultures to celebrate diversity and listen to music from all around the world. We use long, medium and short term planning to explore the diversity in cultures, dance, music and communications.

Additional needs

Sweet Peas Nursery recognises that children have a wide range of varying needs which differ from time to time and we actively encourage their inclusion in the provision.

We aim to provide a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged, taking into account their individual circumstances and the nursery's ability to provide the necessary standard of care. We make necessary reasonable adjustments for all children with special educational needs and disabilities.

Language

We work hard to ensure we have a strong parent partnership and try to incorporate some basic greetings and words that the child may know and understand from their first spoken language. Parents/carers will be encouraged to speak to children in their first language at home, and children will be encouraged to use their first language within the setting.

Food

Working in partnership with parents/carers, children's medical, cultural and dietary needs will be respected and met throughout the nursery.

Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families who attend the nursery and in society as a whole, and welcome the diversity of backgrounds from which they come.

In order to achieve this we:

- Aim to acknowledge all of the festivals which are celebrated in our area and/or by families who use our nursery.
- Provide information without indoctrination of faiths and festivals which are being celebrated by their own families and the families of others. Children will be introduced, where appropriate, to the stories behind the festivals.
- Before introducing a festival which the adults in the nursery are not familiar with, we will endeavour to seek appropriate advice from parents/carers and other people who are familiar with it.
- Ensure children become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.