



Nursery Manager: Mrs J Smith

Nursery 10

All school policies are applicable to all pupils, including those in the EYFS (Nursery and Kindergarten). "Nursery policies" make additional provision for children of that age

Policy for Equality and Diversity

The Nursery promotes equality and diversity through a curriculum which is balanced and broad and which promotes the spiritual, moral, mental, social and physical development of children and prepares them for future challenges.

Staff and children are encouraged to respect the rights of all people regardless of their ability, gender, age, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN, social class or any specific disability that they may have. Positive steps are taken through activities and communication to discourage prejudice and discrimination based upon any of these.

All children should be treated equally. This is in accordance with the equality act 2010

- The individual needs of all children will be met with appropriate provision (including those who are disabled or have special educational needs (SEND), who will be included, valued and supported, and for whom reasonable adjustments will be made, either to the buildings or the expectations of staff to enable them to access the curriculum as fully as possible.
- The Special Education Needs Coordinator (SENCO) is Mr G Newell-Hill.
- The SENCO is responsible for monitoring and reviewing the effectiveness of inclusive practices that promote and value diversity and difference.
- Inappropriate attitudes and practices will be challenged by the SENCO or other senior staff of the school and EYFS by speaking directly to staff, pupils or parents where necessary.
- The school and EYFS lays great emphasis on teaching and encouraging children to value and respect all other people.

It is important that we teach children that whilst we are all different, we are equal.

It is important to take into account each child's age, stage of development, gender, ethnicity, home language and ability.

A wide range of toys and activities should be available for all children, which provide positive images and examples of the diversity of life in our society.

All children should have equal opportunities for play and personal development, regardless of their gender, disability, and ethnic origin, racial or religious background.

It is important to respect children's religious backgrounds and to acknowledge and understand a child's religion. It is important to speak to parents and respect their wishes and to come to an agreement that suits the child, parents and nurseries needs.

Adjustments for Accessibility

A child with special needs should be treated equally. Where appropriate reasonable adaptations are made to the curriculum and reasonable adjustments to the premises for accessibility to ensure full participation as far as possible. Refer to Special Needs Policy.

Admissions Statement

All children, parents and families applying for a place at nursery will be treated fairly regardless of race, religion, cultural preferences, disabilities, gender or social status. All applications are treated individually. Places are allocated according to ages of children, specific days required, and availability of spaces in accordance with registration requirements.

May 2018