



## Equality, Diversity and Inclusion

(See Parental Involvement Policy; Diet Policy; Employment Policy; Admissions Policy; Behaviour Management Policy; Special Educational Needs and Disability Policy; Child Protection Policy; Whistle blowing Policy; Social Networking Policy)

At Little Oaks we value diversity. We aim to provide a culturally rich and diverse curriculum that is reflective of the rich and culturally diverse world in which we live. We also aim to ensure that children, parents, carers and staff are treated fairly, equally and without prejudice or exclusion as it is in this environment that all involved will feel confident and supported and therefore able to work, develop or support to the best of their abilities.

In order to do so we aim to:

- Advertise our existence to the whole community.
- Operate a fair admissions system. We offer places based when parents register their child. We do not prevent entry to our setting based on colour, ethnicity, religion or social background.
- Offer temporary places to children from travelling or other transient communities where existing head counts allow.
- Ensure that we do not refuse entry to our setting for a child due to disability.
- Seek out training opportunities for staff and volunteers to allow them to develop anti-discriminatory and inclusive practice.
- Make time for such training opportunities to "cascade down" to other staff members by means of in-house training and staff feedback.
- Never deny a child any play opportunity due to their ethnicity, gender or any given disability.
- Never refer to any play or activity as a "girl game" or "boy toy" even in jest.
- Celebrate a range of relevant cultural and religious festivals.
- Recognise that whilst the above has its place the best practice is to provide a culturally rich environment ALL of the time, Chinese bowls in the home corner, saris in the dressing up, multi-cultural images in books and jigsaws, etc.
- Recognise that different learning styles need to be accommodated, some children need "rough and tumble" play.
- Welcome children who have English as an additional language and learn a few key phrases in their first language.
- Where a child has English as an additional language ensure that time is spent with the family to discuss strategies for effective communication.
- Appreciate that families come in many shapes and guises. We will not make value judgements on the parenting skills of anyone based on their family structure or social background.
- Welcome all parents equally into the life of the setting.

- Offer a flexible payment system for families of differing means.
- Hold meetings and training opportunities at times which make them accessible to the largest numbers of parents, in practice this will mean that most meetings will be held in the evenings.
- Where necessary provide information by a variety of means, e.g. Braille, audio, languages other than English.

**Staff:**

As employees of Little Oaks all members of staff have a responsibility to support and include their colleagues and to deal with all families fairly and equally and to act as good role models for the children in their care. In order to ensure this happens all staff will be advised of the need to

- Welcome all families equally to the setting. If a family is known to a member of staff outside the context of Little Oaks, this should not be apparent in their dealings with the family inside Little Oaks.
- Staff will not act as keyperson to the children of family members, friends or close acquaintances. It is the responsibility of each member of staff to declare any relationships that may constitute the above. If in doubt the matter must be raised with their line manager.
- All members of staff should extend an equal welcome to all their colleagues.
- Staff should be courteous and polite in their dealings with colleagues. Any concerns regarding the performance of a colleague should be raised with the line manager.
- To ensure all staff feel included in the team, staff should be mindful that non-inclusive personal discussions should not happen at Little Oaks. In practice this will mean that if one does not feel comfortable about sharing a personal conversation with all colleagues then it is not a suitable topic of conversation for work hours. This will be revisited throughout the year at staff meetings.

The member of staff with responsibility for monitoring the implementation of this policy and for ensuring regular reviews is the Setting Manager.

This policy was adopted at a committee meeting held on .....

Signed on behalf of the committee.....

Role of Signatory.....

Reviewed and revised April 2012, Feb 2013, Jan 2014, Oct 2014, June 17, reviewed May 2019, July 19. Reviewed March 2020.