

### Valuing Diversity and Promoting Inclusion and Equality

We are committed to ensuring that our service is fully inclusive in meeting the needs of all children, their families and our teams. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all in our Nursery community.

We aim to:

- promote equality and value diversity within our service and foster good relations with the local community;
- offer a rich curriculum and pedagogy which encourages children to develop positive attitudes about themselves as well as about people who are different from themselves;
- actively include all families and value the positive contribution they make to our service;
- promote a positive non-stereotyping environment that promotes dignity, respect and understanding of differences in all forms;
- provide a secure and accessible environment in which every child feels safe and equally included;
- improve our knowledge and understanding of issues relating to anti-discriminatory practice;
- welcome job applicants from all backgrounds, and make clear that posts are open to all;
- where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service, or need different things from the service;
- seek out training opportunities for our staff to enable them to develop anti-discriminatory and inclusive practices; and
- review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Promoting Equality.

We take action to challenge and eliminate discriminatory actions by our staff, volunteers or parents whether by:

- direct discrimination – someone is treated less favourably because of a protected characteristic e.g., preventing families of a specific ethnic group from using the service;
- indirect discrimination – someone is affected unfavourably by a general policy e.g. children must only speak English in the setting;
- discrimination arising from a disability – someone is treated less favourably because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity;
- association – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
- perception – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation.