

## **Equality & Diversity Policy**

This policy is a written statement on the equality and diversity for Bloom Day Nursery. It sets out the aims of equality and diversity; the expectations of children and nursery team members, the training and support available to the team, the methods used to promote equality and diversity and how parents are informed and consulted.

This Policy aims to meet the Statutory Framework for Early Years Foundation Stage (EYFS) and the Code of Practice (1994) for the identification and assessment of Special Educational Needs. Also 3.2-3.26 Staff Qualifications, Training, Support and Skills. 3.68-3.71 Information and Records. 3.73 Information For Parents and Carers. (EYFS april 2017) The policy applies to children aged 0 - 5years attending Bloom Day Nursery, their parent's and to all employed nursery team members including supply staff, volunteers and students on placements. The statement covers all children aged (0-5 years) who are also admitted to the nursery with an identified special need and also those children assessed during their time at the nursery as having an additional need.

Our aim is to provide an inclusive learning facility meeting the social, emotional, physical, spiritual and cognitive needs of each child. We aim to take a proactive approach to ensuring that appropriate action and support is given when a child with special needs has been identified or welcomed to the nursery provision. This includes arrangements for staff training, the physical environment, documentation, record keeping, assessments including individual educational plans (IEP's) and for the sharing of information with our parents and the methods used. Bloom Day Nursery is committed to ensuring equality and fair treatment to everyone across all our diverse activities regardless of age, gender, marital or parental status, race, culture, ethnicity, religion, language, disability, health or sexual orientation.

Nursery team members will be highly responsive and ensure no individual or group of individuals are treated unfairly due to age, gender, marital or parental status, race, culture, ethnicity, religion, language, disability, health or sexual orientation. Discrimination has no place at Bloom Day Nursery.

Children who present with additional needs, like all other children, are registered at Bloom Day Nursery after liaising with parent's/carers and all necessary information is recorded and responded to. Any specialist agencies involved with the child will be asked to contribute to the child's health or medical needs plan to ensure the child's individual needs can be met.

Bloom Day Nursery ensures good practice in enabling children and our Nursery Team members to feel valued and we promote positive self-esteem above all. Everyone is welcomed on arrival and also wished well upon departure. All Children will be treated with individual and equal respect e.g., family customs, beliefs, dietary requirements, dress code, hair and skin care routines will be respected and help will be given with required toilet and hygiene routines.

Children and Nursery team members each initiate communication with one another and key carers encourage all children to develop ways of communicating with each other.

Each child can choose to play with others, to play alongside others, or watch others play if they so choose. Key members of the team will ensure that all children are given support to participate in a wide range of activities, experiences, visits and discussions and to ensure that all children are listened to carefully and with respect.

Nursery team members will encourage positive role models. They will do this through toys, imaginary play, story time and activities that promote stereotypical images. Books and posters will also be selected to promote such images.

All Bloom Day Nursery carers will be introduced to the Equality & Diversity Policy at the time of induction. All key carers will receive Equality & Diversity training as part of their continual professional development here at Bloom Day Nursery.

The SENCO for Bloom Day Nursery will attend regular development training to ensure the best quality care possible can be given to all children with additional needs. Training sessions both in-house and externally will be regularly undertaken by all Bloom Day Nursery carers. Any Bloom Day Nursery carers who see or experience any discriminatory behaviour will challenge this whether it is shown by other carers, parents/carers or the children themselves. Bloom Day Nursery carers will positively encourage children and parents/carers to value and respect each other. All children will be encouraged to join in all activities, i.e. dressing up, shop, home corner, dolls, climbing onto large apparatus, using bikes; construction play etc.

Nursery practitioners will encourage the children and parents/carers to become involved in festivals relating to different cultures throughout the year. Children and parents are introduced to different cultures through play, role play, food, music and story time. Bloom Day Nursery employs bi-lingual speaking carers to aid with children's and parents/carers communication skills.

Positive attitudes at Bloom Day Nursery are encouraged and developed, for example rewarding good behaviour. Positive self-esteem is developed through appropriate praise. Bloom Day Nursery strives to include the local population in terms of recruitment and selection of carers.

Bloom Day Nursery has a Special Educational Needs and Disabilities coordinator (SENDCO). The SENDCO ensures that the continuity of observations, planning and assessments are maintained. This relates to the graduated approach as detailed in section 2 of the resource file for special educational needs for SENDCO's. All necessary observations are shared with key carers although confidentiality is adhered to at all times. Wherever specialist training is needed to support the individual needs of the child, further training will be attended by the nursery team.

Bloom Day Nursery will work in partnership with parents to ensure that the nursery offers high quality provision to meet the needs of all children. Parents are consulted at Induction as it is crucial that parents and carers share relevant information about a child's health and development. This helps us to work as effectively as possible with each child to meet each individual need. The nursery will strive to ensure all necessary services are accessible. All individual circumstances will be taken into account to provide necessary standards of care.



Nursery carers will share information with parents/carers and relay this information back in the most appropriate way. Nursery carers will share with parents/carers information collated from observations, development journals, incidents and IEP'S in a sensitive and confidential manner. Key carers are happy to arrange a time that is convenient for parents/carers to discuss their child's needs and we can also arrange to have an interpreter present if needed. Parent's written consent will be sought prior to contacting other outside agencies to support the child's needs. Questionnaires are distributed on a regular basis and suggestions from parents/carers are acted upon accordingly.

Newsletters and our website [www.bloomdaynursery.co.uk](http://www.bloomdaynursery.co.uk) can supply additional information and details all Bloom Day Nursery's policies and procedures.

Date of Review: March 2018