



Equality & Diversity:

Ducklings Childcare Ltd 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, staff members, visitors and nursery users are treated with respect and included in all aspects of nursery life.

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, employees, visitors and during the process of recruitment of new staff.

All forms of discrimination will be treated seriously and it will be made clear to any offenders that such behaviour is unacceptable. Contracts of employment set out procedures to be followed when discriminatory language or behaviour is used.

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.

We recognise that:

- Very young children may imitate a label and its associated emotion without even knowing the group referred to by the label.
- As the child develops s/he begins to understand what group the label refers to, the child's negative emotion becomes crystallised into a negative attitude toward that group.
- That attitude becomes ingrained with their whole personality and becomes stabilised and hard to change.
- That child has developed prejudice toward a whole group of people without ever knowing an individual associate with the 'group'.
- As Early Years Practitioners, we have a professional responsibility to unpick that process.



- All children are harmed through prejudice and discrimination.

We are aware of the impact adults behaviour has on children's development as they form opinions of the world around them and we therefore use the following guidelines:

Training

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

We organise annual training events for all staff members around equal opportunities and use reflective practice to evaluate the nursery's performance through staff meetings.

Staff

All staff vacancies are advertised widely. Ducklings Childcare Ltd will appoint the best person for each position and will treat all applicants fairly and with respect. In this respect, 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.

Staff 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 stereo-type individuals.

We encourage staff to challenge stereo-typical 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.

Activities and resources

Children have access to a wide range of resources and we display non-stereo typical, 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.

Family Diversity

The nursery recognises that many different types of family group can, and do successfully love and care for children. We aim to offer support to all families. The nursery offers a flexible payment system for families with different means.

We offer information in a range of languages to ensure all families are kept informed and updated.

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 with which the adults in the nursery are not familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate festivals at home which the rest of the children in the nursery is not familiar, the family will be invited to share their festival with the rest of the children if they wish to do so.
- Children will 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.

The Curriculum

All children will be respected and their individuality and potential recognized, valued and nurtured.

Activities and the use of resources offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the Nursery will ensure that both girls and boys have full



access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

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

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Additional Needs

Ducklings Childcare Ltd recognises that children have a wide range of needs which differ from time to time and will consider what part the nursery can play in meeting these needs as they arise. Children with additional needs are recognised as enriching the nursery environment 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

Basic information, written and spoken, will be clearly communicated in as many languages as possible.

Bilingual and multi-lingual children and adults are an asset to the whole group. Parents 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, children's medical, cultural and dietary needs will be respected and met throughout the nursery.