

# **BARNIES DAY NURSERIES AND PRESCHOOLS**

## **INCLUSION AND EQUALITIES POLICY**

The EYFS seeks to provide equality of opportunity and anti-discriminatory practice ensuring that every child is included and supported. Children of all races, religions, cultures, abilities or gender must be treated as individuals in order that they should feel equally valued and included at Barnies, see Promoting British Values Policy. Planning and day to day practices should demonstrate the inclusion of all children and provide equal opportunities for all aspects of development or play.

All staff should work to promote and encourage a child's self esteem, respect for other people and use activities which reflect our multicultural society. This should be achieved by the use of toys, equipment, cooking, games and pretend play which will be chosen in order to highlight non-racist and non-sexist attitudes.

Children will be accepted for attendance to the settings regardless of race, colour, religion, gender or culture if space allows. Once full, a waiting list will be introduced and places offered in accordance with the Admissions Policy.

Barnies will welcome children with special needs and disability whenever possible. Individual needs and programmes will be agreed in conjunction with parents and professional support or advice sought if appropriate.

In order to broaden the implementation of this policy Barnies will endeavour to work in partnership with other providers involved in the care of children attending its settings. With parental consent Barnies will encourage the sharing of information as determined by the EYFS requirements.

Staff employment will be monitored to ensure that, whenever possible, staff are recruited to reflect the multi-cultural, religious and mixed-race society of the area. Working practices for recruitment, development and training of staff at all levels will meet the legal obligations of current legislation concerning Equal Opportunities and will be monitored and modified accordingly to any new specifications.

Where English is not the first language for any parent, child or employee, Barnies will endeavour to provide support through translators, interpreters etc.

Barnies recognizes that this policy is applicable to parents/carers and any other visiting personnel as well as children and will promote and respect the right for individual gender identity for all. Any anti-discriminatory behaviour witnessed by anyone attending the setting will be challenged and, if a member of staff, may result in disciplinary action being taken.

Barnies operates a confidentiality policy in all aspects of its operations and procedures. This policy is governed by its contents.

This policy will be reviewed on an annual basis or whenever further legislation is introduced which may require amendments to its constitution.