**Equality, diversity and inclusion policy**

We at Sunshine aim to provide a setting that is free from discrimination

We are committed to giving all our children every opportunity to achieve the best of their abilities. This policy helps to ensure that the nursery promotes individuality of all our children irrespective of ethnicity, attainment, age, disability, gender or background.

At Sunshine we will ensure that our service is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their social and economic, ethnic and cultural or religious background.

All practitioners have a responsibility to contribute to promoting a culture of equality, dignity, courtesy and respect through their provision.

Equality means being fair, respectful and recognising the individual needs and identities of all others.

We understand that children grow up in diverse family structures. We also recognise some children have needs that arise from disabilities or impairments or may have parents that are affected by disabilities or impairments.

At sunshine we are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

* Provide a secure and accessible environment that all our children can flourish and all contributions are considered and valued.
* Include and value the contributions of all families.
* Provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people.
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
* Challenge and eliminate discriminatory actions
* Make sure no one excludes anyone; make sure all activities are inclusive.
* Develop good relationships between all communities.
* In our setting it is not acceptable to actively promote intolerance of other faiths, cultures and races.

At sunshine we will ensure we

* Do not discriminate of others faiths, cultures and races.
* Challenge gender stereotypes
* Do not isolate children from their wider community.
* Do not fail to challenge behaviour (whether staff, children or parents) that are not in line with the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs.

**Prevent Duty**

At Sunshine we understand we have a duty to be aware of people being drawn into terrorism and we understand what to do if we have any concerns or want to seek advice. (This is under the counter terrorism and security Act 2015) If we have any concerns we can contact the prevent duty officers Sarah Range or Simon Ford on 01702 215007 for under 18’s and 01702 215008 for over 18’s or email n council@southend.gov.uk

We can also contact your local police force or dial 101 the non-emergency number, they can talk to you in confidence about your concerns and help you gain access to support and advice. We can also call the department for education on 020 7340 7264 and raise any concerns relating to extremism directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk

**Admissions**

We have a fair admission policy.

At sunshine we welcome all member of the community; we do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act (2010). These are:-

* Disability
* Race
* Gender reassignment
* Religion or belief
* Sex
* Sexual orientation
* Age
* Pregnancy and maternity
* Marriage and civil partnership

At Sunshine Day Nursery we follow the equality act 2010 and the SEND code of practice 2014. The equality act 2010 replaces other legislations such as the race relations act 1976 and the disability discrimination act 1995.

We aim to be an inclusive nursery, we actively seek to remove any barrier to learning and participation that can exclude individual children or groups of children.

We take action against any discriminatory behaviour by staff or parents whether by:

* Direct discrimination – someone is treated less favourably because of a protected characteristic e.g. preventing families of some racial groups from attending out nursery.
* Indirect discrimination – someone is effected unfavourable by a general policy e.g. children must only speak English in the setting.
* 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.
* Perception – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone’s sexual orientation because of their mannerisms or how they speak.

Any act of discrimination against one of our employees or children should be reported to the manager immediately. Any act of discrimination will be treated as gross miss-conduct and will be dealt with in accordance to this.

**Supporting children with Special Educational Needs and or Disabilities. (SEND)**

We provide an environment in which all children with SEND are supported to reach their full potential.

* We have regard for the special educational needs and disability code of practice (2014).
* We have in place a clear approach for identifying, responding to and meeting children’s special educational needs and or disability.
* We work in partnership with local authority and other external agencies to ensure the best outcomes for children with SEND and their families.
* Our SENCO is Gemma Sewerin and the deputy SENCO is Emma Jones.

We ensure that we do not exclude any children and all staff ensure they can differentiate any activity.

**Curriculum**

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors, parents, staff and children. We provide suitable facilities and equipment for all children. We also have particular facilities for children with special educational needs and disabilities. Our setting is a homely and friendly environment where we promote individuality and the opportunity to learn about other ethnical backgrounds and religions, we promote this by setting particular activities, toys and visual aids such as poster around the setting.

At sunshine we aim to give all our children the opportunity to succeed. Our staff are able to adapt activities to meet the individual needs of children, they have the ability to differentiate planning and activities.

We value the diversity of family and lifestyles and work with all families. We encourage children to contribute stories of their everyday life to the setting. We encourage parents to share their home language with us so we can use it in our setting and teach some of it at circle times to the other children.

We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met.

**British Values**

We actively promote inclusion, equality of opportunity, the valuing of diversity and British values.

Under the Equality Act 2010, which underpins standards of behaviour and incorporates both British and universal values, we have a legal obligation not to direct or indirectly discriminate against, harass or victimise those with protected characteristics.

Social and emotional development is shaped by early experiences and relationships and incorporates elements of equality and British and universal values.

The Early Years Foundation Stage (EYFS) supports children’s earliest skills so that they can become social citizens in an age-appropriate way. At Sunshine we encourage the children to listen and follow instructions, know the difference between right and wrong. We encourage the children to recognise similarities and differences between themselves and others and make and maintain friendships. We support the children to develop empathy and consideration of other people, take turns in play and conversation, avoid risk and take note of rules and boundaries. At Sunshine we will support children to learn how to not hurt or upset other people with words and actions and understand the consequences of hurtful/discriminating behaviour.

**Employment**

It is the policy of Sunshine that any job vacancies will firstly be offered to those employees within the company who are looking for change or promotion. The position will then be advertised locally. All applicants are welcome. The applicant who best meets the criteria for the job will be offered the position, subject to references and DBS checks.

**Sunshine day nursery is an equal opportunities employer**

**This means:-**

* That the company is committed to ensuring that every employee is treated fairly at work that is in day to day work, promotion and training.
* That every job application is given an equal chance when they are considered for jobs.
* Assessment shall be made solely on ability
* That the company aims to end discrimination against racial groups, women, minority groups and people with disabilities.

Under the equality act 2010 it is unlawful for employers to discriminate against disabled people. An employer must also make reasonable changed to applications, interviews and work so that they are not disadvantaged. These are known as reasonable adjustment. For example we have wheelchair access at our setting.

**What action has been taken?**

The company has already completed a number of things to make equal opportunities a reality.

**They include**

* To make sure that people are selected, promoted and treated on their merits and abilities.
* Standardising recruitment procedures across all departments.
* Introducing and running training courses in skills and personal development to improve opportunities and to help manager and employees to gain skills and knowledge to be able to effectively meet the needs of our clients.
* Ensuring the work place is accessible for everyone.

**Equal Opportunity, Diversity and Inclusion.**

**Values, Vision and Principals.**

* We will ensure equality of opportunities for supporting children with learning difficulties and disabilities.
* All Children attending Sunshine Day Nursery have the right to quality care in a safe environment.
* To be treated with respect, to be listened to and protected from harm.
* To have equal chances of all opportunities for learning and development.
* Our children, parents and their families will be at the centre of our practice and decision making, our service and their needs.
* Our children will be seen as leaders of their own learning.
* Planning will include all children and plans will be flexible to adapt to their individual circumstances.
* Everyone will have the right to have a voice, be heard and their opinions respected providing they are not harmful or prejudiced
* We work in relation to the UN convention on the rights of the child.

# Article 2 Non Discrimination

* No children should be treated unfairly on any basis, (their race, religion, ability, their opinion or what family type they come from)

# Article 14 Freedom of thought, conscience and religion

* Children have the right to think and believe what they want to.

# Article 23 Children with disabilities

* Children with any kind of disability have the right to special care and support to live full and independent lives.

Taken from the UN convention on the rights of the child

<http://www.unicef.org/crc/files/Rights> overview.pdf (accessed August 2016)

We review and evaluate our policies and procedures frequently, in order to make changes.

This may be due to legislation, or we may need to improve our practice.