

**Chapel Street Nursery School
Diversity Equality Policy**

Approved by GB	Date: November 2018
Signed by Chair	Signature: M. S Street
Due for Review	Date: November 2019

Rationale:

We are an inclusive community and aim to ensure that every individual should be given the opportunity to fulfil their potential, irrespective of colour, culture, origin, gender, sexual preference or ability.

We believe it is our responsibility to respond to individual needs and where necessary endeavour to redress disadvantage.

We believe that children should grow up with an understanding of their own rights and responsibilities and the rights and responsibilities of others.

Aims and Objectives:

To make clear that discrimination on the grounds of colour, culture, origin, gender or ability is totally unacceptable in our community.

That every member of our community contributes towards a happy caring environment by showing respect for and appreciation of each other.

To educate and prepare our children of whatever colour, culture, origin, gender or ability for life in our diverse society.

To demonstrate, through our work and relationships that we positively value and respect children and families of all ethnic origins, racial groups, religions, cultures, linguistic backgrounds and abilities.

To provide a range of experiences and an environment that will instil in the children a positive outlook towards people in our society whom they may see as different from themselves.

To value and highlight the common elements and values in our multi-cultural society rather than conflicts and differences.

To follow the LEA/Governing body Admissions policy which does not permit colour, culture, origin, or gender to be used as a criteria for admission.

To take children's Special Educational Needs and Disabilities into account when addressing admissions, in line with our SEND Policy.

To ensure that all children's names are accurately recorded and correctly pronounced.

That the equal opportunities policy is practiced by all staff at all times.

Policy into Practice:

This policy and our practice follows the ethos of the Every Child Matters agenda, by ensuring that every child is healthy, safe, making a positive contribution, enjoying and achieving, and helps contribute towards the future financial well-being of the children.

Children are taught British Values:

- We help children to learn right from wrong
- We encourage them to take turns and share
- We challenge any negative attitudes and stereotypes, whether from children, families, Governors, staff or any other person using our building. We are aware that children copy adults around them, and that children can pick up attitudes and stereotypes from a very early age. It is our responsibility to be good role models.
- We encourage tolerance and mutual respect through our Personal, social and emotional development (PSED) curriculum; using 'signs for behaviour and feelings' with the children; and through SEAD (social and emotional aspects of development)

The toys and equipment are chosen to meet the differing needs of all the children.

The displays show and reflect a positive image towards the diverse world in which we live.

Books reflect positively the ethnic origins, racial groups, religions, cultures, linguistic backgrounds and abilities of all our children.

The resources in the role play area reflect the different cultures in our society.

We celebrate a wide range of religious and cultural festivals and events which reflect our culturally diverse society.

We ensure that our Healthy Eating policy includes foods from a variety of cultures.

We welcome children with Special Needs to our stay and play groups, and ensure that they receive the support they need to access those groups.

We host coffee mornings for the parents of children with Special Needs/ Foster carers/

NB This policy works alongside the policy for Race Equality.

Daryl Pritchard
November 2016