West Derby

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Registration Number EY429494

**Equality and Inclusion**

At Spring Grove Nursery, we pride ourselves on taking great care to treat each individual as a person in their own right with equal rights and responsibilities to any other individual, whether they are an adult or child. We are committed to providing equal opportunities and anti discriminatory practice for all children and families according to their individual needs. We will ensure that our service is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, special educational needs, ability or disability.

**Our aims;**

* Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued
* Include and value the contribution of all families to our understanding of equality and diversity
* Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people
* Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
* Make inclusion a thread that runs through all of the activities of the setting
* To welcome the diversity of family lifestyles and work with all families
* To encourage children to contribute stories of their everyday life to the setting
* To encourage parents/carers to take part in the life of the setting and to contribute fully
* For families who speak languages in addition to English, we will develop means to ensure their full inclusion
* To provide a childcare place, wherever possible for children who may have learning difficulties and/or disabilities are deemed disadvantaged according to their individual circumstances and the nurseries ability to provide the necessary standard of care
* To provide a secure environment in which all our children can flourish and all contributions are valued
* Regularly review, monitor and evaluate the effectiveness of inclusion practices, to ensure that we promote and value diversity

**Training**

* We seek out training opportunities for staff and volunteers to enable them to develop anti discriminatory and inclusive practices, which enable all children to flourish
* We ensure that staff are confident and trained in administering relevant medicines and performing invasive care procedures
* We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion

**Curriculum and Environment**

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. The environment is accessible for all visitors and service users. We do this by;

* Making children feel valued and good about themselves
* Making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments
* Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities; e.g. recognising the different learning styles of girls and boys
* Positively reflecting the widest possible range of communities by enhancing the choice of resources
* Creating an environment of mutual respect and tolerance
* Differentiating the curriculum to meet children’s special educational needs
* Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
* Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning
* Ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages

**Food**

* We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met
* We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them