



## **Orchard House Inclusion and Equality Policy**

The meaning of inclusion is a process of understanding and breaking down any barriers to be able participate and belong.

An inclusive early years and good practice is about anticipating, paying attention, responding too, and reflecting on the needs and interests of all the children within our care.

A commitment to inclusion should be to adapt and use educational programmes and the structure of the nursery as well as the interactions between children, parents, and other professionals (Birth to 5 matters)

At Orchard House we take care to ensure that we treat everyone as a person within their own right, with equal rights and responsibilities whether they are an adult or child.

We are fully committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs.

Discrimination on the grounds of gender, age, race religion or belief, marriage or civil partnership, disability, sex and sexual orientation, gender reassignment, pregnancy, or maternity, ethnic or nation origin, or political belief has no place with our nursery.

Implementing our Inclusion and Equality Policy is part of each employee's job description and should anyone believe that this policy is not being upheld then it is their duty to report it Daniela Severino or Donna Bachelor at the earliest opportunity.

Appropriate steps will then be taken to investigate the matter and if such concerns are well-founded, disciplinary action will take place.

### **Legal framework.**

- Special Educational Needs and Disability Code of Practice 2015
- Children and Families Act 2014
- Equality Act 2010
- Childcare Act 2006
- Children Act 2004
- Care standards Act 2002
- Special Educational Needs and Disability Act 2001

### **The nursery and practitioners are committed to:**

- Providing a childcare place, wherever possible for children that may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary care.
- Making reasonable adjustments for children with special educational needs and disabilities to remove barriers and improve access for all
- Striving to promote equal access to services by taking practical steps, such as ensuring access to people with additional needs and by having materials in relevant languages and media for all children and their families
- Providing a secure environment in which all our children can flourish, and all contributions are valued.
- Including and valuing the contribution of all families to our understanding of equality, inclusion, and diversity.
- Providing positive non-stereotypical information
- Recruiting, selecting, training, and promoting individuals based on occupational skills requirements. In this respect, the nursery will ensure that no job applicant or employee will receive less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy, or maternity/paternity.
- Regularly reviewing, monitoring, and evaluating the effectiveness of inclusive practices to ensure they promote, and value diversity and difference and that the policy is effective, and practices are non-discriminatory
- Making inclusive practice through the whole nursery, encouraging positive role models using toys, imaginary play, and activities, promoting non-stereotypical images and language, and challenging all discriminatory behaviours.

The Act uses the term "transsexual" which covers those who are "transgender" or "trans" when reviewing discrimination in the setting, we seek specialist advice and support regarding recruitment and promotion processes, the use of toilets, managing absences for employees that are transitioning, recording employee gender identity and chosen pronouns.

#### **Admissions.**

Our setting is accessible to all children and families in the local community, the nursery will strive to ensure that all services are accessible and relevant to all groups and individuals in the community within target age groups.

#### **Recruitment.**

All job vacancies should be advertised to a diverse section of the labour market, our advertisements should avoid any stereotyping or using wording that we discourage a particular group from applying.

At the interview stage, no questions will be asked that could be potentially discriminating all applicants will be asked the same questions

### **Staff**

Our policy of Orchard House not to discriminate in the treatment of individuals. All practitioners are expected to co-operate with the implementation, monitoring and improvement of this and other policies.

All practitioners are expected to challenge language, actions, behaviours, and attitudes which are oppressive or discriminatory on the grounds specified in this policy and recognise and celebrate other cultures and traditions

### **Training.**

The nursery recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. All new practitioners receive induction training, and the nursery will strive towards the provision of inclusion, equality, and diversity.

### **Early learning Framework**

We follow the Early Years Foundation Stage Framework (EYFS) and we ensure that all learning opportunities offered in the nursery encourage all children to develop positive attitudes to people that our different to them. We encourage children to empathise with others and to begin to develop skills of critical thinking.

### **We do this by:**

- \* Operating a key person system for each child, care is tailored to meet each child's individual needs and to continuously observe, assess and plan for their learning and development.
- \* Listening to the children whether this is verbally or non-verbally and making the children feel included and good about themselves
- \* Ensuring that we know what each child knows and "can do" and have equal access to learning and play opportunities
- \* Avoiding stereotypical or derogatory images
- \* Acknowledging and celebration a wide range of religions, beliefs, and festivals.
- \* Creating an environment with mutual respect
- \* Encouraging and supporting children to talk about their feelings and those of others, manage emotions and develop empathy
- \* Supporting children to understand that discriminatory behaviour and remarks are unacceptable

- \* Knowing the children in our care well, being able to meet their needs and recognise when they need additional support
- \* All the learning opportunities are inclusive to all children
- \* Ensuring that children whose first language is not English have full access to our early learning opportunities and are supported within their learning.
- \* Working in partnership with all our families to ensure that they understand the policies.
- \* Ensuring medical, cultural, and dietary needs of all children are met and help children to learn about a range of food and cultural approaches.

**Parental information and meetings:**

At Orchard house we share information about the nursery, our activities, learning experiences, resources, and their child's development through our online portal. We will do this according to the individual parent's needs.

We also ask parents to contribute their ideas and thoughts about the nursery to continue to develop our practice.

20<sup>th</sup> September 2024