

Written February 2022

Reviewed by JH 15/10/24

## **EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

Within Humming Bees Day Nursery, we will ensure that we provide a safe and caring environment, free from discrimination for everyone in our community including children with additional needs.

The setting works in accordance with the Early Years Quality Standards Framework (EYQSF) and all other relevant Bailiwick and SEYT guidance.

To achieve the Nursery's objective of creating an environment free from discrimination and being welcoming to all, we will:

- Respect the different racial origins, religions, cultures, and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status or HIV/AIDs status
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- Strive to ensure that children feel good about themselves and others by celebrating the differences that make us all unique
- Ensure that our services are available to all parents/carers and children within the local community
- Ensure that the nursery's recruitment policies and procedures are open, fair, and non-discriminatory

### **Challenging inappropriate attitudes and practices**

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion by displaying positive images of race and disability, and through our staff, always modelling anti-discriminatory behaviour

### **Racial Harassment**

The setting will not tolerate any form of racial harassment. The Nursery will challenge racist and discriminatory remarks, attitudes, and behaviour from the children at the nursery, from staff and from any other adults on the premises

### **Promoting equal opportunities**

The Nursery's Equal Opportunities Named Coordinator is Libby Stretton, she is responsible for ensuring that

- Staff receive relevant and appropriate training during the induction process and are kept up to date with annual refresher training
- This policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur