

Inclusion and Equality

Aston University Nursery takes 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 a child. The nursery is 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, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or natural origin, or political belief has no place within the nursery.

A commitment to implementing our inclusion and equality policy will be the responsibility of all members of staff. Should anyone believe that this policy is not upheld, it is their duty to report the matter to the Nursery Manager.

All Aston University Nursery Staff members, Parents/Carers and visitors are required to support and promote equal opportunities.

The nursery staff are encouraged to challenge stereotypical and racist attitudes. They will actively promote positive cultural images in both general attitude and creative activities, ensuring that all of the children, regardless of their cultural or religious influences, are seen as valuable members of society.

The nursery staff are committed to providing the highest standards of care possible and aim to create a happy and stimulating atmosphere where the children can develop to the full their emotional, physical, social and intellectual potential in a bright, safe, healthy and positive environment.

The University will, therefore, not allow its customers to stipulate that a particular member of staff is not suitable to care for their child on the grounds of sex, marital status, disability, colour, race, sexual orientation, age, nationality, ethnic or national origins.

Aston University Nursery and its staff are committed to:

- Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. In this respect, the nursery follows the recruitment procedures set out by Aston University and ensures that no job applicant or employee will receive less favourable treatment on the grounds of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation and pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training
- Providing a childcare place, wherever possible, for children who may have additional needs and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary standard of care
- Striving to promote equal access to services and projects by taking practical steps,(wherever possible and reasonable) such as ensuring access to people with

additional needs and by producing 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
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity
- Regularly reviewing childcare practice to ensure the policy is effective and practices are non-discriminatory
- Making inclusion a thread, which runs through the entirety of the nursery, for example, by encouraging positive role models through the use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour

Recruitment

The nursery follows the recruitment procedures set out by Aston University. All members involved in the recruitment process will be committed to the inclusive practice set out in this policy and the chair of the interview panel will have attended recruitment and selection training via Aston University.

Staff

It is the policy of Aston University Nursery not to discriminate in the treatment of individuals. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equality and inclusion training offered by Aston University.

Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that all children have equal access to early learning and play opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypical or derogatory images in the selection of material
- Acknowledging and celebrating a wide range of religions, beliefs and festivals
- Creating an environment of mutual respect and empathy

- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to the early learning opportunities and are supported in their learning.
- We request information from parents on admission to the nursery to ensure that we recognise and celebrate religions and festivals that are important to them
- We invite parents to spend time within the nursery supporting the celebration of festivals, religions, or beliefs so that the children can develop an understanding of the world around them
- We provide the children with opportunities to recognise the differences between people and celebrate these differences.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met
- We will help children to learn about a range of food and cultural approaches to meal times and to respect differences among them.

Staff training and development

Aston University Nursery has a program for staff development, which aims to information for new staff during their induction period on all aspects of Equal opportunities. Equal opportunities is discussed during staff and team meetings to keep existing staff up to date and online training provided by Aston University.

Religion

It is our aim to be sensitive and accepting of all religions and also show consideration for children and families who do not practise a religion. All festivals will be valued and respected equally. It is important to involve all families within our setting to get involved in the planning and implementing of activities/celebrations. This is essential to ensure authenticity of certain customs. It is important to remember not all books get it right and cultural traditions vary greatly between families. It is important to celebrate all festivals equally and remember that the embracing of all children's home customs/traditions should happen all year round.

Children will never be forced to celebrate any religious festival, but it is important that we teach them what the festival/event is about and why and how it is celebrated and by who.

Positive Displays

We aim to ensure that all artwork or displays depict a true representation of the culturally diverse city in which we live in and also incorporates positively people with disabilities as well as abilities.

We aim to ensure that all children in our care feel proud of their own cultural identity, skin colour, religion, gender and are respectful of each other's differences by;

- Encouraging conversation and well planned sensitive questions (by practitioners) during circle time.
- Using pictures/photographs of a range of countries, which show people in everyday situations- at home, at school, at work at play. Using text in different languages paying particular attention to the home languages of the children who attend the nursery (which being a university nursery could be vast!)

Languages

We firmly believe that all languages are of equal value and our aim is to ensure that we do our up most to encourage children to use both their home language and English whilst in our care.

- Parents and carers are encouraged to spend time in their child's care room particularly during settling in sessions when it may be necessary to translate information to the child about the nursery routine.
- Parent and Carers are encouraged to assist our understanding of home languages by writing down (phonetically) keywords and phrases that can be used by key staff to communicate and comfort a new child.
- Children who communicate in two languages or more e.g. English and Greek will be encouraged to speak both at nursery. This can be achieved on a one to one basis between the key worker and the child and during circle time if the child feels comfortable doing so. Caution should be taken not to embarrass the child about their home language. The idea is to help the child feel proud of their background and not uncomfortable with it.
- Bilingual books should also be used to encourage the child's confidence and development in both of their languages. Communication development is just as important in any language. Dual language books are also an important resource for children whom English is their only language as it helps to give the children an understanding of the variety of written language.
- Where possible the children will be introduced to specialist language systems such as signing, Makaton and Braille, it will be explained why some people would use this form of communication and what the signs mean.
- Books will be used that depict women/girls in a strong light and avoid showing just 'nuclear' families and same sex parents.
- Story telling is a great way to help children to understand about different cultures disabilities and countries by aiming the stories at their level of understanding and

opening up situations that occur in the book for discussion with the children. This is to ensure that the children have understood the message that the book is trying to get across.

- All children will be encouraged to learn songs and rhymes in different languages. We encourage Multi-lingual children to share songs from home and teach key workers and the other children.
- Sing songs or play tapes in different languages. It is not necessary to teach the children a second language, but to give them an opportunity to hear languages other than their own. It is essential that we explain the differences between languages positively not in an inferior or negative way.

It is important to remember that some Parents / Carers may not wish to get involved. Others may feel that their child should speak English at Nursery and home language at home. This is why it is essential that all children and their families are treated individually and with respect.

Please also refer to Aston University's Equality and Diversity Policies.

Internal use only

This policy was adopted on	May 22
Signed on behalf of the nursery	
Date disseminated to staff	
Date for review	May 23