



Diversity and Anti-Discriminatory (including race relations) practice policy and procedures

Hyde n Seek Nurseries are committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

We aim to:

- provide a secure environment in which all our children can flourish and in which all contributions are 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 people requiring additional support for learning.
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- make inclusion a thread which runs through all of the activities of the setting.

The legal framework for this policy is:

Race Relations Act 1976;
Race Relations Amendment Act 2000;
Sex Discrimination Act 1986;
Children Act 1989 (amended 2004); and
Additional Support for Learning (Scotland) Act 2004 .

Admissions

Hyde n Seek is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as possible and as required.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with additional support or refuse a child entry to our setting because of any disability.

- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an action plan to ensure that people requiring additional support can participate successfully in the services offered by the setting and in the learning opportunities offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to personal and medical references and checks by Disclosure Scotland and Scottish Social Services Council. This ensures fairness in the selection process. All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practice to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Curriculum

- The curriculum offered in the setting encourages children to develop positive attitudes to people who are different from themselves. 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 children have equality of access to learning.
- Recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities.
- reflecting the widest possible range of communities in the choice of resources.
- avoiding stereotypes or derogatory images in the selection of materials.
- celebrating a wide range of festivals.
- creating an environment of mutual respect and tolerance
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.

- ensuring that the learning opportunities offered are inclusive for children requiring additional support.
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute to the life of the nursery setting.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who have a first language other than English we will develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means.

Food

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

Parent /Carer Meetings

- Meetings are arranged to ensure that all families who wish to may be involved in the improvement of the nursery
- Information about meetings is communicated in a variety of ways - written, verbal and in translation - to ensure that all parents have information about access to the meetings. (translating as required)