



# EQUALITY AND DIVERSITY POLICY

*Safeguarding and Welfare Requirements / Integral to all requirements*

*At Precious Memories Day Nursery we are committed to ensuring that each and every person accessing the Nursery has equal access to the activities and services of offer to help everybody achieve more.*

*At Precious Memories Day Nursery we will offer a warm and welcoming environment for all Nursery users where people are treated as individuals and respected and valued for their differences.*

*Precious Memories Day Nursery has written this policy to ensure that best practice and procedures are carried out at the Nursery. This policy complies with the legal requirements of the Early Years Foundation Stage Statutory Framework.*

## **Rationale:**

Precious Memories Day 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 child. Discrimination due to sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within the setting. Should any person believe that this policy is not being complied with, it is everyone's duty to bring the matter to the attention of the manager at the earliest opportunity.

The setting staff are committed to:

- encouraging positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images – books will be selected to promote such images of men and women, boys and girls;
- all children will be encouraged to join in activities, e.g. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc;
- Regularly reviewing childcare practice to ensure the policy is effective.

## **Staff:**

The setting aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the setting will ensure that no job application or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work.

## **Service Provision:**

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of the setting to provide the necessary standard of care.

The setting will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within agreed targeted age groups; we will strive to promote equal access to services and projects by taking practical steps, such as ensuring access for disabled people and producing material in relevant languages and media.

We encourage children and adults to value themselves, and as a consequence, see the value in others. Our intention is to support every child towards independence and autonomy.

Children who learn to think for themselves are more likely to understand that differences are as important as similarities. We believe the uniqueness of every child and adult should be a celebration rather than something that creates suspicion and fear.

## **Procedure for Dealing with Racial Harassment:**

### **Introduction:**

Precious Memories Day Nursery has a duty to create and implement strategies to prevent and address racism. This is in line with the Race Equality Scheme 2002.

Such strategies include:

- that the setting records all racist incidents;
- That all recorded incidents are reported to the child's parents/carers and when appropriate to the relevant authority.

Parents have a right to know when racism occurs and what actions the setting will take to tackle it.

In the Equality Act 2010 there is a statement of the duty "to promote harmony and good relations" between groups in society. We have a statutory responsibility to monitor, review and eliminate racial discrimination.

### **Definition of racial harassment:**

"Violence which may be verbal or physical and which includes attacks on property and people because of their race, nationality, ethnic origins; when the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism". (Equality and Human Rights Commission).

### **Examples of racial harassment:**

- Physical assault against a person or group of people
- Derogatory name calling, insults and racial jokes
- Racist graffiti and written insults
- Provocative behaviour such as wearing racist badges and insignia and the distribution of racist literature
- Threat against a person or group of people because of their colour and race
- Discriminatory comment including ridicule made in the course of discussions in class or elsewhere
- Patronising words or actions

### **Procedure:**

- All staff in the setting should be aware of any racial harassment taking place.
- They must intervene firmly and quickly to prevent all forms of racial harassment. Any allegation should be taken seriously and reported to the manager.
- Each incident should be investigated and recorded in detail as accurately as possible. This record should be available for inspection by staff, and parents where appropriate, on request.
- The manager is responsible for ensuring that incidents are handled appropriately and sensitively and entered in the manager's book. Any pattern of behaviour should be indicated. Perpetrator and victim's initials may be used in the record book, as information on individuals is confidential to the setting.
- Where an allegation is substantiated following an investigation, the parents/ carers of children who are victims should be informed of the incident and of the outcome.
- Continued racial harassment may lead to exclusion, but such steps should only be taken when other strategies have failed to modify behaviour.
- Adults found to be perpetrators must be reported immediately to the manager.

### **Setting Staff:**

- All staff should be alert and seek to overcome ignorant or offensive behaviour based on fear or dislike of racial distinctions that children or adults may express in the setting.
- An atmosphere must be created where the victims of any form of racial harassment have confidence to report such behaviour and that subsequently they feel positively supported by the staff of the setting.

It is incumbent upon all members of staff to ensure that they do not express any views or comments that are racist. Nor must staff appear to endorse such views by failing to counter behaviour that is prejudicial in a direct manner. A sensitive and informal approach must be used to counter any racial harassment perpetrated out of ignorance.

When a member of staff violates Precious Memories Day Nursery's code of practice they will be counselled by the manager. It will be explained to them why the behaviour is unacceptable and what steps will be taken to remedy the situation. A repetition of such behaviour will lead to the normal disciplinary codes of practice for employees