

# Equality and Diversity Policy

At Rum Tum Tugger's Nursery, we believe that good childcare is neither sexist nor racist nor discriminatory in any way. In line with the Equality Act 2010, we believe that it is the right of every worker and every child attending nursery to be treated as an equal and with respect; no religion, sex or culture is perceived to be inherently superior to any other. The total elimination of discrimination can only be to the benefit of a child.

Every member of staff and every child attending a Rum Tum Tugger's nursery is committed to the following protocol as a minimum

- To actively encourage positive role models, through the use of toys, imaginary play and all other learning methods that promote non-stereotypical images and information on gender roles, diverse ethnic and cultural groups and disabled people. All play equipment will be selected to promote and celebrate diversity.
- To actively promote and practice equality of opportunity and anti discriminatory practice.
- To challenge individuals including visitors, children, staff and parents, who do not promote equality of opportunity
- To combat any racial abuse, recording and reporting incidents to the ENCO who will decide the appropriate course of action.
- To encourage every child to participate in every activity including but not limited to, dressing up, home corner, messy play, construction, climbing on large apparatus, bikes and cars.
- To recognise that preconceived ideas relating to gender and sexism are abundant within the English Language and to challenge such language where appropriate
- To acknowledge the diversity of religious practices, customs and festivals and to provide opportunities for all users to share in these whenever possible, including and valuing the contribution of all families to our understanding of equality and diversity.
- To demonstrate a respect for age and to prevent wherever possible, the utilisation of age as a barrier to employment or activity
- To provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued.

- To improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- To Make inclusion a thread that runs through every activity in the setting

#### Employment

- Recruiting staff for a Rum Tum Tugger's Nursery will be done on the basis of skill and suitability.
- Applicants are judged against fair and explicit criteria
- We may use the exemption clause in relevant legislation to enable the service to meet the needs of the community
- All potential staff candidates are issued with an Equal Opportunities Policy prior to interview for any post within the nursery team.

#### Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti discriminatory and inclusive practices which will allow all children to flourish.
- We ensure that staff are trained and confident in the administration of medications when required.

Reviewed by Laura Boulton-Dunn September 2018