



## Equality, Diversity & Inclusion

Bright Eyes ensures that we are fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability, or disability. Our setting is open to all members of every community.

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and 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 disabilities.
- Continue to improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.

### Marketing & Enrolment

- We advertise our nursery through social media and reflect the diversity of our society through promotional materials. Using clear and concise language.
- We can provide information in many languages if requested.
- Our admissions policy is based on availability.
- We ensure that all parents are made aware of our equal opportunities policy by placing a copy on our Family app.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion, disability or social background.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents. Our displays and signage represent equality.

### 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.
- We may use the exemption clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and DBS checks. This ensures fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting 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 anti-discriminatory and inclusive practices, which enable all children to flourish. We use the Cornwall Council training directory as a source of professional development for staff, online training using 'Noodle Now' and use the feedback from support visits and feed this back through supervision of staff and staff meetings.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required in line with the guidance given by parents and health professionals - we seek further training where necessary and where this is identified through our supervision process.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

## Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves, creating a safe place of mutual respect and tolerance. It encourages children to empathise with others and to begin to develop the skills of critical thinking. We provide a range of activities to promote different cultural experiences and celebrate a wide range of festivals.

We offer an accessible service for all. If access to the setting is found to treat disabled children or adults less favourably than we make reasonable adjustments to accommodate the needs of disabled children and adults.

A range of languages can be promoted and encouraged using a range of resources.

All parents are invited to 6 monthly reviews and these meetings can be participated in via Teams, email, written documents or face to face.

## British Values

Bright Eyes promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. We are an inclusive setting and our ethos and curriculum enables children to be independent learners, to make choices and to build strong relationships with their peers and all adults. Our setting believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour. We would challenge pupils, staff or parents who expressed opinions contrary to fundamental British values.

**Democracy** - We respect, listen to and act on children's and parent's voice. Children are involved in making golden rules and they are expected to contribute and co-operate with them, considering the views of others.

**The Rule of Law** -We consistently reinforce our high expectations of children. Children are taught the value and reasons behind our expectations (rules), that they are there to protect us, that everyone has a responsibility and that there are consequences when rules are broken. Our Behaviour Policy aims to teach children to behave in socially acceptable ways and to understand the rights and needs of others. We use positive strategies to handle any conflict and praise and acknowledge desirable behaviours. We document all incidents of behaviour that is deemed in breach of this policy and the fundamental British values principles. Incidents are monitored and preventative action taken where necessary.

**Individual Liberty** - Children are actively encouraged to make choices, knowing that they are in a safe and supportive environment. As an early year provider we educate and provide boundaries for young children to make choices, to manage risks, through our provision of a safe environment and empowering teaching. Children are encouraged to know, understand and exercise their rights and personal freedoms and are given opportunities to resolve conflicts effectively.

**Mutual Respect** - We value all of our children and families. We celebrate our rich cultural and religious diversity and promote mutual respect. Children are modelled respect through caring, sharing and listening to others. Adults help children to understand how their actions and words affect others. All children, including those with special educational needs and disabilities are valued for their individuality and supported to achieve their best. Children are taught that life is not the same for everyone and we support charities such as 'Children in Need' and make collections for 'STAX's'. The children learn to appreciate how different life can be for others.

## **Tolerance of those of Different Faiths and Beliefs**

We aim to enhance children's understanding of different faiths and beliefs by participating in a range of celebrations throughout the year. Children can dress-up in a range of clothes and try different foods from other cultures and we encourage parents/carers to participate and support our multi-cultural events. We would ensure that posters, displays, messages of welcome reflect the range of languages and cultures that we could have in our nursery family. We monitor all forms of bullying and harassment and actively promote courtesy and good manners towards all.

Policy Reviewed 26<sup>th</sup> October 2021

Signed By: Nursery Manager