

MALDWYN NURSERY & FAMILY CENTRE

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Park Lane \* Newtown \* Powys \* SY16 1DE \* Tel 01686622191

Email [maldwyn\_nursery@outlook.com](mailto:maldwyn_nursery@outlook.com)

**Diversity, Inclusion and Equality Policy**

**To be read in conjunction with:**

* **Additional learning needs policy and procedure**
* **Statement of purpose**
* **Contract and Registration form**
* **Parental involvement**
* **Medication and asthma**
* [The Equality Act 2010](https://www.legislation.gov.uk/wsi/2011/1064/contents/made)

The purpose of this policy is to highlight how Maldwyn Nursery and Family Centre will creative a truly inclusive environment, for children, staff and visitors. The policy will also highlight how the nursery will make sure that all children have equal opportunities of experience and staff have equal chance to progress.

**The nursery and staff are committed to:**

* Recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements. The nursery will ensure that no applicant or employee will receive less favourable treatment based on their gender, race religion, sexuality, disabilities or maternity status.
* Providing a childcare place, wherever possible for children who may have learning difficulties and/or disabilities, and the nurseries ability to provide necessary standard of care.
* 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.
* Operating an inclusive admissions policy and procedure.
* Recognising and respecting the needs of individuals or all who may attend or work at Maldwyn Nursery.
* Regular assessments of the building will be undertaken to make sure that areas are accessible for all.
* Respecting all children’s privacy when intimate care is being provided.
* Obtaining and providing resources such as books, posters and activities that positively and accurately reflect the diversity of society.
* Providing positive non-stereotypical information
* Understanding and respecting the religious beliefs of all, including offering an alternative food if what offered is not in line with their beliefs.
* Running an effective medication policy.
* Informing parents/carers of relevant health and safety procedures prior to admissions and undertaking risk assessments to ensure the best interests of the child are met.

**How the nursery will help to educate children:**

* Offering children activities that gives them opportunities to explore, value and acknowledge similarities and differences between themselves while learning about the impact of discriminatory remarks and behaviour has.
* Planning activities that allow children to understand that they are part of a multicultural society and to respect cultures, lifestyles, languages and religions other than their own.

**Admissions**

* The nursery is accessible to all children and families in the local community and further afield through our inclusion policy.
* The nursery will strive to ensure that all spaces are accessible to all within the community within the targeted age groups.

**Staff:**

* It is the policy of Maldwyn Nursery to not discriminate in the treatment of individuals. All staff will be expected to co-operate with the implantation of this policy.

**Food**

* We will work in partnership with parents to ensure that the medical, cultural and dietary needs of the children are met.

**Advocacy**

* Any family/carer, child or staff who wish to use an advocate are able to do so. The nursery will endeavour to do everything they can to ensure that this can take place with a minimal of disruption. As a nursery we will make ourselves available to speak to an advocate where possible at a time which suits all involved.
* Where practical the nursery would require a signed document to state that the individual or group is talking on their behalf.

**Discrimination**

* The nursery will not tolerate any form of discrimination including against an individual or a group. As a nursery we will challenge this discrimination by all including children, staff, visitors and parents/carers. The nursery will act how they feel is appropriate to discrimination this may be but not limited to going through staff disciplinary measures, asking someone to leave the nursery or removal of place within the nursery.

**The Inclusion and Equality was passed for use at Maldwyn Nursery and Family Centre.**

On: November 2022

By: Chelsea Thorley

Position: Deputy Manager

**Reviewed April 2023**