

NURSERIES: Equalities and Diversity POLICY AND PROCEDURE

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1 POLICY STATEMENT

'The EYFS seeks to provide Equality of opportunity and anti-discriminatory practice, ensuring that every child is included and supported'. (Page 5)

'Providers must have arrangements in place to support children with SEN or disabilities'. (3.68)

Statutory Framework for the EYFS 2021

Definition

Diversity: Understanding that each individual is unique and recognising individual differences in ethnicity, race, religious beliefs, gender, sexual orientation, age, socio-economic status and physical abilities.

Equality: Ensuring that individuals or groups are not treated differently or less favourably to enable them to have the same outcomes.

2 OUR AIMS

University Hospitals Sussex NHS Foundation Trust workplace nurseries work in accordance to the Trust's Equal Opportunities Policy. The nurseries believe that as a provider of childcare it has responsibility to actively oppose any form of discrimination. The Nursery offers places to all families who work for the Trust and other local Health Authority Services and the general public.

UHSussex NHS FT is committed to equal opportunities both in relation to employment and the delivery of the service it provides. All Nursery job vacancies will be advertised. The nursery will appoint the best person for the position and all applicants will be treated equally and fairly.

The commitment to implementing the nurseries equal opportunities policy will form part of the job description. The nursery staffs recognises the importance of their role by promoting an understanding of the principles of equality and freedom from discrimination on the grounds of nationality, religion, culture, race, gender, sexuality, physical ability, marital and parental status, health, social class or age.

3 NURSERY ADMISSION

Please see UHSussex Nurseries Admission Policy

- 3.1 Our setting is open to general public use as well as NHS staff.
- 3.2 We advertise our service widely.
- 3.3 We base our admission policy on a fair system.
- 3.4 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 seekers
- 3.5 We do not discriminate against disabled children. Consideration needs to be given to any reasonable adjustments required to include any child who may have a disability or special educational needs.

4 EMPLOYMENT

- 4.1 Posts are advertised and all applicants are judged against criteria required.
- 4.2 All job descriptions include a commitment to valuing equality, inclusion and respecting diversity as part of their specifications.
- 4.3 The applicant who best meets the criteria is offered the post, subject to references, checks by the Disclosure and Barring Service and Health declaration clearance.
- 4.4 Employees of the nurseries to adhere to all University Hospitals Sussex NHS Foundation Trust Policies and Ofsted.

5 PROVISION AND PRACTICE

The nursery staff will furthermore reflect the Equal Opportunities policy in the form of provision it offers to users.

- 5.1 All children, regardless of race, religion, gender, disability or social status will be cared for equally.
- 5.2 We are committed to providing positive, learning and a loving environment, free from prejudice, discrimination and fear in which all children and their families feel accepted, respected and valued and nurtured.
- 5.3 Monitoring our actions and language in regard to working with all the children parents and visitors, other professionals and each other.
- 5.4 Responding to discriminatory behaviour remarks professionally and appropriately. When this does occur it will be dealt with in a sensitive matter and the feelings of the victims and those responsible will be discussed to overcome their prejudices. Parent/carers of all children concerned will be informed of such incidents, although the children involved will not be named.
- 5.5 Providing when necessary written information in as many languages as possible or alternative formats such as Braille if required.
- 5.6 Nursery staff is aware that some children have additional needs and are proactive in ensuring action is taken when a child is identified. The nursery staff will refer to the Special Educational Needs and Disability policy.
- 5.7 The Nurseries have individual 'Local Offer' document available in the nursery and on our website to support children and their families with additional SEND support
- 5.8 The nursery recognises the importance of training as a key factor in the implementation of effective Equal Opportunity Policy and staff will be regularly updated.

6 CARE AND EDUCATION

- 6.1 Provide an environment that is accessible to all to enrich their learning opportunities
- 6.2 Include and value the contribution of all families to our understanding of equality and diversity
- 6.3 Equipment, such as books, posters displays and other resources will reflect a variety of cultures and abilities to promote self-identities that will enhance the child's self-image and home/life experiences, giving children a balanced view of the world and an appreciation of the rich diversity in our multi-racial society.
- 6.4 Showing respectful awareness of all the special days and major events in the lives of the children at the nursery and in our society as a whole and welcome diversity of backgrounds from which children come. We will aim to acknowledge all festivals which are celebrated by the families involved within the nursery and if a family who celebrates a festival which is not familiar to the nursery, they will be invited to share their festivals if they wish. Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special foods and clothing as part of diversity of life.
- 6.5 Bilingualism and multilingualism are seen as positive attributes to learning. We are aware of the importance for a child to maintain their home language. We therefore find out about the languages our families speak and provide educational resources to support development in home language. We ensure that children at all stages of learning English as an additional language have full access to the curriculum. We use home language script in the nursery on labels to identify areas of play and we will encourage the involvement of parents in developing resources.
- 6.6 Meeting medical, cultural, religious and dietary needs and by respecting choice. Snacks and party teas will also reflect the cultural, religious and dietary needs of all children. Should you wish your child not to participate in birthday celebrations or festive celebrations please inform the nursery manager when your child is first admitted into the nursery. If staffing levels permit, your child will be cared for separately whilst celebrations take place. On some occasions this may not be possible and therefore you will be requested to make alternative arrangements for your child. The nursery staff will inform you in advance when celebrations will occur.
- 6.7 Nursery equipment and play materials will also be provided to extend the children's knowledge and development skills. The equipment will be used in such a way that will not stereotype according to gender, disability, social status, and will reflect the multi-cultural/multilingual community in a positive way.
- 6.8 Encouraging children through play equipment and activities to explore acknowledge and value similarities and differences between themselves and others.

7 GENDER VARIANCE / GENDER NON-COMFORMITY & TRANSGENDER

Young children enjoy role-play and dressing up which is normal and healthy exploration. By exploring different roles helps a child to learn about the world, relate to other people and understand 'themselves' better. For the majority of children the gender in which they are born fits them however there are some children which this is not the case and their feeling do not match their bodies of what is expected in terms of dress and behaviour, this is sometimes known as gender variance or gender non-conformity.

- 7.1 Nursery staff and children will not be denied fair and equal treatment of their gender identity.
- 7.2 All areas of the curriculum and resources will be closely monitored to see that they do not rely on gender stereotypes and that they do contain transphobic material.
- 7.3 Staff or children who wish to be known that they are gender variance/ non-conformity or transgender will be provided with a supportive environment.
- 7.4 Language used in documentation and information leaflets does not indicate that a family means two heterosexual members.
- 7.5 Encourage both boys and girls to feel confident in their exploration of roles and genders for example Daddy stays at home and looks after me whilst Mummy is at work.
- 7.6 The nurseries will endeavour to provide resources which reflect non-gender specific roles.
- 7.7 Nursery staff to avoid using gender specific language and avoid grouping boys/girls together.
- 7.8 Ensure the EYFS curriculum values and celebrates Identity and Diversity.

8 RELATED LEGISLATION AND DOCUMENTS

- UHSussex Nursery Admission Policy
- UHSussex Nursery Learning, Play and Care Policy
- UHSussex Nursery Special Educational Needs Policy

9 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Updated EYFS 2021 03/09/201	Tracey Gregory, Childcare Services Manager
Written Amendments 21/07/2021	Tracey Gregory, Childcare Services Manager
Reviewed Amendments 06/08/2021	Samantha Scott, Sussex House Nursery Manager, Royal Sussex County Hospital Lorraine Brunton, Wendy House Nursery Manager, Princess Royal Hospital
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Approval and Amendment History	Details
Written 27/09/2017	Tracey Gregory, Childcare Services Manager
Reviewed 27/09/2021	Samantha Scott, Sussex House Nursery Manager, Royal Sussex County Hospital
Notes	