



Equality and Diversity Opportunities Policy & Racial Harassment



Action for Children are committed to helping settings provide equality of opportunities for all children and families. As a member of these Alliances, **Healing Village Nursery and OOSC** works in accordance with all relevant legislation.

We believe that the setting's activities should be open to all children/young people and families, and to all adults committed to their welfare. We aim to ensure that everyone who wishes to work/volunteer at our setting has an equal opportunity to do so.

The setting and staff are committed to:-

1. Encourage positive role models, displayed through toys/resources, imaginary play and activities that promote non-stereotype images.
2. All children/young people will be encouraged to join in activities, i.e. dressing up, shop play, team games, climbing on large apparatus, sand and water play, bikes etc.
3. Regularly reviewing child-care practice to ensure the policy is effective.

Service Provision

No child/young person will be discriminated against on the grounds of sex, race, religion, colour or creed. The setting will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups. We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

Admissions

We offer a fully inclusive service, and are open to all children between the ages of 2 and 11 years old. (See Admissions and Fees policy).

Employment/Recruitment

The setting will strive by recruitment to ensure that the staffing levels reflect the community service. All vacancies will be advertised in the local and wider community. Adverts will include the following statement "Healing Village Nursery and OOSC striving towards inclusion". All applicants will be considered in relation to their experience, qualifications and abilities. At interview all candidates will be asked the same questions, and the member of the selection group will not introduce nor will use any personal knowledge of the candidate acquired outside the selection process. Candidates will be given the opportunity to discuss the reasons why they were not successful. (See Personnel Policy).

Staff

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviour and attitudes which are potentially discriminatory.

Training

The setting recognises the importance of training as a key factor in the implementation of an effective Equality and Diversity policy. The setting will strive towards the provision of equality and diversity training all staff.

Families

The setting supports all families from different backgrounds, cultures and beliefs.

Festivals & Curriculum

Our aim is to show respectful awareness of the major events in the lives of the children/young people and families in the setting and in our society as a whole, and to welcome the diversity of backgrounds from which they come. In order to achieve this, we aim to acknowledge the festivals which are celebrated in our area and/or by the families involved in the setting. All children/young people will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment available, offer children/young people opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children/young people to explore, acknowledge and value similarities and differences between themselves and others.

The Setting will adhere to work within the British Values Guidance. In order to meet this, Practitioners will encourage and support all children in developing an understanding and tolerance to others' views and beliefs. The Setting will promote festivals which are celebrated within our community.

Additional Needs

The setting recognises the wide range of special needs of children/young people and families in the community and will meet the child's needs. (Please see Special Educational Needs Policy).

Discriminatory Behaviour/Remarks

These are totally unacceptable in the setting and are taken seriously and may warrant disciplinary action according to the Setting's Disciplinary Code.

Food

Medical, cultural and dietary needs will be met, (See Food Management Policy).

Resources

These will be chosen to give children/young people a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Materials will be selected to help children/young people to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Language

Information, written and spoken, will be clearly communicated in as many languages as possible. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the setting.

Dealing with Racial Harassment

The Setting is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and wholeheartedly adhere to both the spirit and detail of the Race Relations (Amendment) Act 2000 and Protection from Harassment Act 2012 which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity. The Setting accepts its duty to try to eliminate discrimination and to promote equality of opportunity of good race relations. All staff and children at the Setting are entitled to an environment free from harassment and discrimination as outlined in the Equal Opportunities Policy.

Preventing Racial Harassment and Discrimination

Pro-active steps can be taken to prevent harassment and discrimination, and the Setting believes that this is more effective than tackling the situation once it has already occurred. Therefore, alongside the procedures outlined later in this policy to deal with incidents of racial harassment and discrimination, the Setting will ensure that:-

- All children are valued, irrespective of their race, colour, nationality or ethnicity.
- All individuals are encouraged to treat each other with respect, regardless of their race, colour, nationality or ethnicity.
- Individuals acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community.

- Good relations are promoted between different ethnic groups and cultures within the Setting and in the wider community.
- Different cultures and religious needs are met, understood and communicated to all individuals involved in the Setting.

Examples of Racial Harassment and Discrimination

Racial harassment and discrimination can manifest itself in a variety of different ways, some overt and others much less so. Some examples of unacceptable behaviour include:-

- The use of patronising words or actions towards an individual for racial reasons, including name calling, insults and racial jokes.
- Threats made towards a group of people because of their race, nationality or ethnicity.
- Racist graffiti or any other written insults on the distribution of racist literature.
- Physical assault or abuse against a person or group because of their race, colour, nationality or ethnicity.

All staff and children should be encouraged to take responsibility to promote racial tolerance and for protecting each other from racial harassment and discrimination by reporting any suspected incidents to the Manager or another responsible adult.

The Setting as an Employer

As an employer, the Setting is committed to ensuring that the workforce reflects the multicultural community that it serves. To this end, the Setting will:-

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places.
- Ensure that the Setting’s Human Resource procedures prohibit racial discrimination and harassment, and investigate any concerns when any of these are suspected of failing.
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures and Behaviour Management Policy.

Equality and Diversity Job Description

The Equality and Diversity Co-ordinator is **Helen Donlan**. Her role is to ensure that everyone works within the “Equality and Diversity Policy” and procedures; that staff are given regular training when it is available; that all Policies are reviewed regularly with staff, parents/carers and ensure that new legislation is updated through meetings, training and amending paperwork and practices as and when necessary.

This Policy was adopted at a meeting of the Nursery and OOSC held on 17 November 2016

Signed on behalf of the Nursery/Oosc