



Albert Village Nursery Inclusion and Equal Opportunity Policy

At Albert Village Nursery we aim to provide an environment and atmosphere that encourages equality of opportunity for children, parents/carers and staff. Any discriminatory behaviour or attitudes that are unacceptable will be challenged and not tolerated. We include the 'British Values' in everything that we do.

Albert Village Nursery hopes to foster an environment where all the children feel comfortable and are able to reach their full potential happily and without fear. We are continually working towards and reviewing our policies on the equality of opportunities at our Nursery.

We are actively promoting equality of opportunities and inclusion at all times and challenge those who do not by promoting and valuing diversity and differences. The nursery staff are committed to treating each child and adult as an individual person in their own right and to provide anti-discriminatory childcare practices. We hope to achieve this by:

1. Encouraging positive role models, displaying toys of different ethnic backgrounds, imaginary play etc that promotes non-stereotype images. Selection of books will include and promote such images of men and women, boys and girls.
2. Encouraging children to join in all activities i.e. dressing up, shopping, role play, dolls, climbing on large apparatus, bikes etc.
3. Regularly reviewing our child care practices to remove those practices which discriminate unfairly.
4. Toys and equipment will be chosen with the differing needs of children in mind.
5. Displays will show and reflect a positive image towards the world in which we live.
6. Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles there are in our society.
7. Home corners will be changed regularly to show different cultures, races and the world around us.
8. The parents/carers of any children with English as a second language will be offered all paperwork to be translated and those children's home language will be included in the nursery.
9. All children are encouraged to respect and value each other, specific activities will also reflect this.
10. Parents/carers with specific talents, such as a Doctor or hairdresser are regularly invited into the nursery and those families with different cultures

and backgrounds are also invited to help deepen a greater understanding of other beliefs.

11. Activities are differentiated for each child, allowing for time, learning style, schema and individual needs.

Equality of Opportunities for Staff

The Nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of their occupational skills. In this respect, the Nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, disability, race, religion, colour, national origin or sexuality. A member of staff is employed because he/she is considered to be the best person for the job. The nursery recognises the rights of all people with disabilities and will not treat anyone with disabilities less favourably for any reason that is related to their disability. The Nursery has made reasonable adjustments to the physical features of the premises to overcome any physical barriers to access for disabled users.

Our named Special Educational Needs Co-ordinator is Miss Adams.

All children are welcome at Albert Village Nursery and we strive to be inclusive at all times. Children's individual needs are ascertained by talking to them, collecting information from parents and carers and by observation and/or talking to other professionals. The keyperson system we have in place ensures that children's individual needs are met to the best of our ability and we will endeavour to make reasonable adjustments for those children with special educational needs and/or disability. This may be in the form of specific staff training, rearrangement of furniture, purchasing specific equipment or making a home visit.

Inclusive practice will be reviewed, monitored and evaluated through our annual Audit of Inclusive Practice, staff meetings and as and when issues arise.