



Equality, Diversity and Inclusion

Zeeba Nurseries are committed to providing equality of opportunity and anti-discriminatory practices for all children and their families and as an employer.

We will not discriminate on the grounds of gender, age, race, ethnic origin, nationality, religion or belief, marital status, disability and we will seek to value all children, parents, carers, members of staff and suppliers irrespective of perceived differences and backgrounds.

Zeeba Nurseries work in accordance with all relevant legislation, including:

- Children Act 2004
- Care Standards Act 2000
- Childcare Act 2006
- SEND Code of Practice 2014 for the Early Years (2014)
- Equality Act 2010
- Prevent Duty 2015

We continually improve our knowledge and understanding of issues of equality, inclusion and diversity and regularly review, monitor and evaluate the effectiveness of inclusive practice to ensure we promote and value diversity and differences of everyone in our settings.

All members of staff, including student, apprentices and volunteers, will be made aware of this policy on induction and are familiar with the relevant equal opportunities legislation covering race, gender and disability.

1. OUR CHRISTIAN ETHOS

Our Christian ethos supports the work we are doing daily, appreciating, valuing and nurturing the uniqueness of each individual. We are encouraging children to make sensible choices, to be respectful towards other people, animals and the environment, and develop their ability to relate to others with care and sensitivity.

At the managers' discretion, the staff will lead the children to say a short prayer before lunch time each day: "Thank You for the world so sweet, thank You for the food we eat, thank You for the birds that sing, thank You God for Everything".

Activities celebrating Christian events such as Christmas and Easter will be organised within our nurseries and everyone will be invited to join in.

We recognise that some families may not wish for their child to participate in these activities, in which case other activities will be offered to the child during these times, at parent's request.

2. DIVERSITY

Zeeba Daycare welcomes children from a diverse range of religious, ethnic and cultural backgrounds and includes and values the contribution of all families (see our Admission Policy).

Parents are requested to inform us on their child's application form as to what languages they speak or nationality they are so that we can provide children's books, dolls, instruments and other resources from these cultures and languages, where possible.

Parents are invited to bring child appropriate music CD's relating to their culture and / or language to the nursery, which we will copy and play in their child's classroom occasionally.

When staff are compiling the calendar of events parents will be sent a note inviting them to detail any celebrations of religious, cultural or other significance to them that they would like us to share with us.



3. FESTIVALS

Our aim is to show respectful awareness of all the major events in the lives of the children and families in our nurseries, 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 major festivals which are celebrated in our area and / or by the families involved in the nursery, using age appropriate activities and resources: stories, celebrations, special food and clothing.

Before introducing a festival with which the adults in the nursery are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.

Children and families will be invited to share their festival with the rest of the group.

4. FUNDAMENTAL BRITISH VALUES

We will be challenging any behaviours (whether of staff, children or parents) that are not in line with the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

These principles are embedded in the Early Years Foundation Stage (Personal, Social and Emotional Development and Understanding the World) and are reflected in our everyday practice by means of age appropriate activities within our nurseries:

- Children are able to listen and attend to instructions;
- They know the difference between right and wrong; recognise similarities and differences between themselves and others;
- make and maintain friendships;
- develop empathy and consideration of other people;
- take turns in play and conversation;
- avoid risk and take notice of rules and boundaries;
- learn not to hurt/upset other people with words and actions;
- understand the consequences of hurtful/discriminatory behaviour.

In our nurseries, it is not acceptable to:

- actively promote intolerance of other faiths, cultures and races
- fail to challenge gender stereotypes and routinely segregate girls and boys
- isolate children from their wider community
- fail to challenge behaviours (whether of staff, children or parents) that are not in line with the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs

Prevent Strategy: Under the Counter-Terrorism and Security Act 2015, we also have a duty “to have due regard to the need to prevent people from being drawn into terrorism.”



5. THE CURRICULUM

All children will be respected and their individuality and potential recognised, valued and nurtured. Our planning is based on the children's individual needs and interests and appropriate next steps and targets will be set up for each child.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

We follow the Early Years Foundation Stage (revised EYFS, September 2014), setting the standards for learning and development & safeguarding and welfare requirements for children from birth to five.

4 overarching principles of the EYFS shape our everyday practice:

- A Unique Child
- Positive Relationships
- Enabling Environment
- Learning and Development

6. RESOURCES

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. It will accommodate a wide range of learning, physical and sensory needs.

The use of toys, resources, imaginary play and activities will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes about any group of people and by encouraging positive role models.

7. SPECIAL NEEDS AND DISABILITIES

Zeeba Nursery is committed to the inclusion of all children and has a separate Special Educational Needs and Disabilities (SEND) policy to support this.

Zeeba Nursery will ensure that disabled children with and without special educational needs are fully supported.

Zeeba Nursery will provide a childcare place, wherever possible, for children who may have learning difficulties and/ or disabilities and the nursery's ability to provide the necessary standard of care.

8. DISCRIMINATORY BEHAVIOUR/ REMARKS

Adults displaying openly discriminatory and possibly offensive or threatening materials, name calling, or threatening behaviour will be dealt with immediately. These are unacceptable in our nurseries.

All colleagues are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy and recognise and celebrate other cultures and traditions. To create an environment of mutual respect and tolerance, our staff will model desirable behaviour and help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;

9. LANGUAGES



English is the main language spoken at Zeeba Daycare by staff, parents and children however Zeeba nurseries recognise that bilingual / multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the nursery.

For children with English as an Additional Language (EAL), practitioners will provide regular opportunities to develop and use their home language in play and learning, supporting their language development at home (i.e. collecting words and sentences in the home language). This will ensure the children's home language is valued.

We will also ensure children have sufficient opportunities to learn and reach a good standard in English language, ensuring children are ready to benefit from the opportunities available to them when they start primary school.

If a member of staff is fluent in this language, they may be asked to support the child and their family especially during the important settling in period (please see our Partnership with Parents Policy). We will ensure that children and families whose first language is not English have full access to the early learning opportunities and are supported in their learning.

10. FOODS

We work in partnership with parents and carers to ensure that the medical, cultural and religious dietary needs of children are met. We will help children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

We will display current information about individual children's dietary needs so that all kitchen staff and practitioners are fully informed about them.

We will show sensitivity in providing for children's diets and allergies and not use a child's diet or allergy as a label for the child, or make a child feel singled out because of her/his diet or allergy.

11. MEETINGS

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the Nursery.

12. RECRUITMENT AND EMPLOYMENT

Zeeba Nursery will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, disability, marital status, race, religion or belief, pregnancy or maternity, which cannot be justified as being necessary for the safe and effective performance of their work or training.

The Nurseries will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Any member of staff responsible for recruitment will be committed to the inclusive practice set out in this policy.

At interview, all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.