



## Inclusion, Equality and Diversity

The Brambles Day Nursery is an inclusive setting that values children, their families and carers regardless of background, race, religion, disability or special educational needs in line with the Unique Child Principles of the EYFS. Great importance is placed on creating a calm, positive and welcoming atmosphere to all in the nursery.

The nursery promotes equality of opportunity for all children in our care. This policy also links in with the Equal Opportunities, Special Educational Needs and Disability Policy, Admissions Policy and Behaviour Management Policy.

Information is gathered on the placement form and during the parents' paperwork visit about each child and what makes them unique. Parents and carers discuss with the staff on the visit how to best settle their child into the setting and share details of their child's interests, learning, medical and dietary needs, any involvement of other professionals and any other concerns. This enables staff to plan for that first visit so it is successful. All parents are encouraged to stay and play for their child's entire first session to help the child feel secure and familiar with the learning environment, routines of the session and begin to develop a secure attachment with the child's key person and the rest of the nursery team. The next stage of settling each child is planned on an individual basis with the child's key person. A strong key person system ensures the well-being of each child is well catered for.

Before a child starts, if staff identify significant special needs, then a nursery entry meeting is arranged with the Area EYSENCO so that the specific needs of the child can be discussed in more detail in collaboration with other professionals and plans put in place to enable a smooth transition into the setting. It may be necessary for staff to be trained in advance before the child starts attending for specific medical treatments for example.

Any reasonable adjustments to the setting can then be decided on.

In the nursery the SEND Coordinator is Laura Davies and ENCO Amy Rowe

Careful thought has been given to both the layout of the indoor and outdoor environments (which are spacious and on the same level so that children can move easily from one to the other) to provide meaningful learning opportunities for children aged 0-5 years from different cultures, backgrounds and with differing abilities. Books, images and resources are chosen to present diversity.

Staff are skilled at communicating using signs, pictures, props, facial expression and body language which supports the development of language of all children including children for whom English isn't their first language, young children who have very little language and children with language delay or other communication difficulties. Photographs are used to label resources and to create a visual timetable.

The daily routine provides for a balance of child initiated activities, adult led and adult supported activities and this combined with the Nursery's commitment to free flow play ensure that all children develop well in the Prime Areas and Specific Areas. Café time is an important time in the session and during the year parents are invited to prepare food for the children to share that reflects their culture.

Every child, parent or carer is greeted in person on arrival at the nursery and other staff are spread throughout the setting to welcome children as they settle to an activity and to help with separation if necessary. Where possible this will be a child's key person who will also be responsible for a child's personal care throughout the session.

Staff have had thorough training on Equality and Diversity and this is updated through team meetings, and training in cluster groups. This is reviewed as part of the reviewing cycle of policies and procedures with a particular focus on how the nursery practices promote and value diversity and difference and how inappropriate attitudes and practices are challenged.

In line with the principles of our behaviour policy children are encouraged to value and respect others. Where children show inappropriate attitudes, this can be dealt with on a one to one basis with the child's key person or the adult who witnessed the incident and as a group/ circle time activity with a puppet/ persona doll.

The nursery is committed to anti bullying at all ages.

Where parents/ carers display inappropriate attitudes the Nursery Manager would have a confidential discussion.

If a member of staff showed inappropriate attitudes and practices and failed to value diversity and difference, the Nursery Manager as line manager, would meet to discuss what had been observed. This would form part of staff supervision and would be recorded.

In The Brambles Day Nursery children are:

<p><b>Listened to:</b></p> <p>When adults are supporting children's play</p> <p>Small group times</p> <p>Café time</p> <p>Somerset Total Communication- use of props, pictures, signs for everyone but especially those with language barriers.</p> <p>One to one times</p> <p>Key person system</p> <p>Giving children time to respond</p>	<p><b>Valued and protected:</b></p> <p>Key person system</p> <p>Each child greeted by name</p> <p>Sign hello</p> <p>Use of interpreters for EAL children</p> <p>Parent workshops</p> <p>Name cards with photos</p> <p>Birthdays on the wall</p> <p>Menu variations</p> <p>Meeting medical and café needs</p>
<p><b>Treated fairly:</b></p> <p>Supporting individual needs and disabilities e.g. language, medical, food, session choices,</p> <p>Use of interpreters and translators</p> <p>Personal support</p> <p>Dual placements with Opportunity Group</p>	<p><b>Involved in decision making:</b></p> <p>Children choose own coat peg</p> <p>Free choice of activities indoors and outdoors- free flow play</p> <p>Choice whether to come to snack and choice of food, choose which child to come next</p> <p>Use toilet when they want</p> <p>Choice of resources which are easily accessible to extend their play</p>