



Equality, Diversity and Inclusion Policy

Reviewed date: January 2024

Bidborough Village Nursery School is firmly committed to fostering an environment that embraces equality, celebrates diversity, and promotes inclusion. This commitment is rooted in our belief that every individual deserves respect, recognition, and the opportunity to achieve their full potential.

Our Commitment

- **Inclusive Practice:** We ensure that our nursery offers a welcoming and inclusive environment for all children, families, and staff, irrespective of ethnicity, culture, religion, home language, family background, learning difficulties, disabilities, gender, or ability.
- **Equality of Opportunity:** We strive to provide every child with access to a challenging and enjoyable learning and development programme, designed to meet their individual needs and support their growth.
- **Anti-Discriminatory Practice:** We actively oppose and challenge all forms of discrimination and bias, ensuring our practices promote equality, value diversity, and support the rights and needs of all children and families.

Procedures and Practices

- **Admissions:** Our nursery is accessible to all community members, advertising our services widely and ensuring transparency and fairness in our admissions policy.
- **Employment:** We follow a fair and transparent recruitment process, adhering to equality legislation and ensuring all staff members are selected based on explicit criteria related to the role.
- **Training:** Staff members are encouraged to engage in ongoing professional development to enhance their understanding and implementation of anti-discriminatory practices and inclusive education.
- **Curriculum:** Our curriculum is designed to encourage positive self-image, respect for others, and an appreciation of cultural diversity. We ensure that learning experiences reflect the diverse society we live in, avoiding stereotypes and promoting understanding and tolerance.
- **Family Engagement:** We recognise the importance of working in partnership with all families, respecting the diversity of family structures, and encouraging active participation in nursery life.
- **Accessibility:** We continually assess and adapt our environment and practices to meet the diverse needs of all children, including those with disabilities or special educational needs.
- **Food and Dietary Needs:** We work closely with parents to respect and accommodate the dietary requirements arising from medical, religious, or cultural needs.
- **Communication:** Information for parents and carers is provided in accessible formats, ensuring everyone can participate fully in nursery life.

Monitoring and Review

- **Continuous Improvement:** We regularly monitor and review our practices and policies to ensure they remain effective in promoting equality, diversity, and inclusion.
- **Community Engagement:** We seek feedback from children, families, and staff to inform our ongoing development and to celebrate the diverse contributions to our nursery community.
- **Complaints Procedure:** A clear complaints procedure is in place, allowing us to address any concerns related to equality, diversity, and inclusion promptly and effectively.

Conclusion

Bidborough Village Nursery School's Equality, Diversity, and Inclusion Policy reflects our dedication to creating an environment where every child and family is valued and respected. By embedding these principles into every aspect of our nursery practice, we aim to build a community that is not only inclusive but also reflective of the diverse world in which we live.