

British Values and Equal Opportunities Policy

In order for our children who attend the Gooseberry Bush Day Nursery to take part in a shared future they require:

"The Gooseberry Bush Day Nursery to treat everyone as individual, regardless of their religious persuasion, racial origin, cultural and linguistic background, sex, social group or disability."

The G.B identifies certain groups of people are at risk of being disadvantaged or excluded as a result of a whole host of factors over which they have no control. The cause of discrimination may be overt but is often deeply engrained, hidden and unconscious based on unquestioned traditions and attitudes. This policy will outline how the G.B will promote, share and challenge staff, children and family to understand each other's views and become a positive community member.

Families

The nursery recognises that many different types of family successfully love and care for children. The nursery welcomes every child and their family and make them feel included and valued. In this way great care is taken for children to see everyone in positive roles and therefore develop positive attitudes about others during home visits, parent consultations, children's 'my story' booklets where keyworkers can be informed about family customs, beliefs, dietary requirements and background. The nursery encourages a close relationship between nursery and home using this information keyworkers, tailor the curriculum so all children's values will be respected and their individually and potential recognised and nurtured. Children and families who celebrate at home festivals with which the rest of the nursery is not familiar will be invited to share their festivals with the rest of the group, if they themselves wish to do so.

Children will be encouraged to welcome a range of different festivals, together with stories, celebrations and special food and clothing they involve as part of the diversity of life. This includes attending, studying and or participating in celebrating local community festivals.

The nursery offers a flexible payment system for families with different means. The parents are billed monthly or weekly to suit their individual needs. Parents who are unable to pay within the month that they are due may make arrangements with the manger to extend the time for payments to be made. The manager will advise and actively seek for parents any available funding to cover childcare fees.

The nursery fees are only increased as and when necessary to prevent the nursery becoming financially unstable, therefore trying to keep the nursery within the range of more families and to accommodate everyone's circumstances.

Curriculum + Resources/Equipment

Using resources that have no predefined use or gender the G.B will create opportunities for children to explore, acknowledge learn right from wrong, know about similarities and different between themselves and others and challenge negative attitudes and stereo types. It is our aim to provide children with resources that display positive role images to reflect our community regardless of racial, cultural and disability.

The G.B will ensure planned activities will consider the views of children, staff and families through daily feedback newsletters and parents board. Through the EYFS the G.B will promote and challenge children's views regarding equality, diversity, poor behaviour including bullying, using adult led activities and discussions. The G.B will monitor children's progress using Tapestry and con... on narrowing the gap between different groups of children. (Please see focus group for more information). Also using our online journals and room observations to evaluate our practise each half term, including baseline, Ecat and 2 year old assessments.

In line with the common inspection handbook and EYFS, the G.B activity promotes fundamental British Values demonstrated through planning and assessments.

There are four main values to be addressed when teaching young children.

Democracy - making decisions together

The G.B staff support the decisions that children make and provide activities that involve turn taking, sharing and collaboration. Children will be given opportunities to develop enquiry In an atmosphere where questions are valued.

Rule of law

The G.B staff collaborate with the children to create rules and coded of behaviour and ensure all children adhere and understand these rules / boundaries. Also staff ensure children can understand their confidence in their own abilities. Staff should allow time to reflect using language and feelings on their differences and understand we are free to disagree and be different.

Mutual respect

As mentioned in families section, the G.B will promote diverse attitudes and challenge stereotypes, encouraging and explaining the importance of tolerant behaviours such as sharing.

Special Needs

The nursery recognises the wide range of special needs of children and families in the community, and will consider what part it can play in meeting these needs. All children need a positive self image and this can be brought about by the carer's attitudes to each child as an individual, in addition to play resources that enable children to reach their full potential. Therefore the selection of the right staff is important and to consider their own skills and how to use them to the best of their potential (see recruitment policy). The nursery will have at least one named S.E.N.C.O with training for other members of staff ongoing. See also Special Educational Needs Policy. Planning for nursery meetings and events will take into account the needs of people with disabilities.

Where possible, visual and audible fire alarms to be used.

Discriminatory Behaviour/Remarks

At the G.B staff, children and parents will asked/challenged to explain their views and how appropriate it is to share with young children. The G.B uses a set protocol to record incidents. Where any person will be asked about their comments, behaviour and how it fits into our community. Please refer to our 'Prevent Policy' and Promoting positive behaviour, for more information. If unsure please report any incident to Nursery manager.

Language

The language used with in the nursery will be enforced through positive images and role models. Information, written and spoken, will be clearly communicated in as many languages as necessary.

Bilingual/multilingual children and adults are an asset to the nursery and should not be excluded from the activities on offer. They will be valued and their languages recognised and respected in the nursery.

Resources should be available to all children at all times, not just for the children who may be regarded as in 'need' of them. G.B will seek support from parents and Agree to reflect the child's home language.

Food/ Activities

If children have a medical, cultural and/or dietary need we will be pleased to meet their requirements. Children should be given opportunities to appreciate and respect cultures other than their own. Music, stories, art

activities, cooking and homes are examples of the ways in which cultures can be explored. Parents can share their experiences with all the children help understand other people's needs.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to have their say in the running of the nursery,

Festivals

Our main aim is to show respectful awareness of all major events in the lives of the children and families in the nursery, and in our society as a whole, and we welcome the diversity of backgrounds from which they all come.

In order to achieve this we aim to acknowledge all the festivals which are celebrated in our area and /or by the families involved in the nursery. Without indoctrination in any specific faith, children will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals. 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.

The RGBDN is an equal opportunities provider and is committed to ensure equality of opportunity for all children and families.

The RGBDN works in accordance with all relevant legislation, including

- Human rights Act 1998
- Disabled Persons Acts 1958, 1986
- Race Relations Act 1976
- Sex Discriminations Act 1986
- Children Act 1989
- Care standards Act 2000
- Disability and Discrimination Act 1995
- Protection of Children Act 1999
- S.E.N code of practice
- Race Equality Act 2000

The Gooseberry Bush Day Nursery believes that the nursery's activities should be open to all the children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with, our nursery have an equal chance to do so.

The nursery operates a referral service for parents where possible e.g.:

- 1 Employment action team re. Funds for interview assistance, cash flow assistance etc.
- 2 Funds that may be available for childcare
- 3 Courses for parents who wish to return to work, education or gain life skills and experiences

Families joining the nursery are made aware of its equal opportunities policy through the induction pack and contract.

Employment

The Gooseberry Bush Day Nursery believes we have a responsibility to treat all team members, volunteers and users in a fair and effective way to help them achieve their potential. The nursery will appoint the best person for each job and will treat fairly all applicants for the jobs and all those employed.

The nursery also believes in treating people with respect, recognising their individuality and differences and welcomes diversity.

Commitment to implementing the group's equal opportunities policy will form part of the job description for all workers.

Staff training will be provided to enable staff to apply the policy of equal opportunities consistently.

This policy was adopted on:

Date.....18.11.2015

Signed on behalf of the R.G.B.D.N.

A handwritten signature in black ink that reads "Gill Smith". The signature is written in a cursive style with a large initial 'G'.