

Equality of opportunity

Inclusion Policy

Every child who attends Footsteps Day Nursery & Pre-School is recognised as an individual.

- We recognise that we live in a pluralistic society and we reflect this in our resources
- We avoid stereotyping and recognise differing cultures, belief systems and values
- We actively promote inclusion
- We work in line with the Equality Act 2010

Aims:

To make children feel valued and good about themselves and to enable them to share their experiences with each other and staff.

Admissions

Children are admitted fairly and are able to be involved in all activities. His or her needs are catered for regardless of ethnicity, colour, gender, religion or disability.

Employment

We employ staff fairly and do not discriminate against ethnicity, colour, gender, religion or disability. We do not tolerate any racist behaviour towards children or adults in our setting.

If any inappropriate or racist comments, attitudes or responses are heard this will be challenged and any staff members who hear any of these such comments are to report them to the management of Footsteps Day Nursery and pre-school . There will be an investigation held with the staff member suspended until we have completed our investigation and can lead to disciplinary action.

Training

We encourage staff to attend appropriate Diversity and Inclusion courses to improve on their knowledge and their practises.

Curriculum

Every child has equal opportunity to access a range of appropriate learning experiences, enriched play situations, appropriate equipment and interaction with qualified staff. Appropriate provision is assured by recognising each child's level of development. We include cultural festivals in our planning of activities throughout the year and promote celebration of diversity in our society. We follow the EYFS and develop a learning culture where we work within our British Values. For example Rule of law - We have our own code of conduct which the children have produced to support for the nursery. Democracy where children are encouraged to make daily risk assesments and make decisions together.

Valuing diversity in families

Families are welcomed, valued, informed and able to become involved within the nursery. We welcome all parents in to the nursery.

Food



Every child's dietary/cultural needs are taken account of within our menus. We provide vegetarian options and discuss dietary requirements during initial primary carers. Water is available throughout the day and we promote healthy eating through a nutritionally balance menu. We have all information on the 14 allergens and they are displayed on the board next to the kitchen and on all our menus. Good hygiene is encouraged throughout the day with handgel available and good washing hands practise.