



<b>Name:</b>	<b>Date written:</b>
<b>Equality and Diversity Policy</b>	<b>2021</b>
<b>Written by:</b>	<b>Date of Review:</b>
<b>Emma Holmes/ Louise Lloyd-Evans</b>	<b>2/2/24</b>
<b>Policy Statement</b>	
This policy is in place to ensure our practice celebrates and is sensitive to differences and similarities, cultural, social, developmental and personal,	
<b>Aims and Purpose</b>	
<p><b>We aim to embed a culture of belonging at Young Friends Kindergarten. We value and respect the similarities and differences of all children, families, and staff. With our equalities practice and procedures, we strive to enable all children and staff to gain a sense of self and respect for others.</b></p> <p>Ethnicity, gender, culture, language, social class, poverty, being a refugee or asylum seeker, LGBTQIA+, disability and/or learning differences can all become excuses for prejudice and reasons to discriminate or exclude. It may be hidden and unconscious, based on unquestioned, historical and 'traditional' attitudes and ways of doing things, or it may be overt.</p> <p>The consequences of ingrained negative attitudes to some groups of people have a huge negative impact on all children and families. Children learn from everything around them, whether intended or not. They soak up everything – all they see and hear influences how they feel about others and themselves, negative or positive.</p> <p><b>This policy highlights the steps we take to address issues around inequality and celebrate diversity.</b></p>	
<b>Applicability</b>	
Children Staff Families	
<b>Definition of Terms</b>	
<p>Equality is about ensuring everybody has an equal opportunity, and is not treated differently or discriminated against because of their characteristics.</p> <p>Diversity is about taking account of the differences between people and groups of people, and placing a positive value on those differences.</p>	

Protected Characteristics: It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
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EMAS: **The Ethnic Minority Achievement Service**

BHISS: **Brighton and Hove Inclusion Support Service**

## Overview

### General Procedures

## Procedures

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- As part of their induction, all new staff to the kindergarten must complete Equality and Inclusion in Early Years Settings on Educare.
- All staff have opportunities for continuous professional development in various forms of anti-bias practice.
- Prejudice, discrimination, unhelpful attitudes or gaps in understanding will be addressed. Staff role-model a positive attitude and curiosity to diversity.
- Staff must be treated equally and fairly in line with the Equality Act & Protected Characteristics
- All families have key people who get to know them, this builds trusting relationships and provides families and children with a sense of belonging. This system also keys into our Prevent Duty procedures. Knowing our families ensures we spot signs for concern, so we can act accordingly.
- Parents are encouraged to share aspects of their family life, language or culture that we can learn from or celebrate alongside our curriculum
- Everyone's first and home language is celebrated and acknowledged
- Our children are in family groups consisting of mixed ages so they can develop at their own pace and not 'age/stage bracketed.'
- Our mixed age learning environment enables children to develop empathy and recognise and celebrate difference.
- We have an inclusive 'hidden curriculum.' Books, experiences and resources (fabrics, foods, instruments and everyday items) reflect diversity.
- We use stories and persona dolls\* to support children to think through issues and develop empathy and understanding. Children are encouraged to chat about and research answers.

\*Persona Dolls and their stories are a way to celebrate diversity, help children develop a positive attitude to difference, challenge stereotypes and prejudice and address new or underlying concepts (e.g potty training, teeth care, behaviour management).

The approach involves a special kind of storytelling, using a child-like doll for which a 'persona' (unique identity and family background) has been created by the practitioners who will be introducing the doll to the children and devising the stories. The doll is not a toy, and is only used for the storytelling sessions.

- Role play is used to explore difference, through superhero play and socio-dramatic play
- We talk openly and positively about the reality of difference and similarities.
- Our songs, music and stories come from a range of different cultures, traditions and languages.
- Our daily trips place us in the local community and are a great way to begin conversations about every-day life in the place we live.
- Our menu is plant based and can be eaten by all.
- We are a completely Loose Parts kindergarten. Studies suggest that children do not explicitly exhibit stereotypical gender or age-exclusion behaviours while using loose parts.
- We celebrate a nature calendar and do not put a strong emphasis on Religious or Cultural ceremonies unless our families request it.
- We engage with outside organisations, e.g. BHISS and EMAS, to enable us to better support our children and families.
- We are conscious of our language and try not to use 'gendered terms' and assumptions (e.g. 'guys' as a collective term). We are slowly adopting a culture of using they/them pronouns for all when speaking generally.
- When chatting to children we use their actions as a 'way in' as opposed to how they look or what they are wearing. For example, 'You seem full of beans today, and ready to get stuck into some play!'

### External Links and Organisations

The Equality Act 2010: [Equality Act 2010 \(legislation.gov.uk\)](http://legislation.gov.uk)

The Ethnic Minority Achievement Service: [Ethnic Minority Achievement Service \(EMAS\) \(brighton-hove.gov.uk\)](http://brighton-hove.gov.uk)

Brighton and Hove Inclusion Support Service: [Brighton & Hove Inclusion Support Service \(BHISS\) \(brighton-hove.gov.uk\)](http://brighton-hove.gov.uk)

### Relevant Policies and Documents

Parent Carer Code of Conduct  
Staff code of Conduct  
SEND Policy  
Prevent Duty Policy  
Safeguarding Children Policy  
British Values Policy

Early Years Funding and Entitlement Policy  
Female Genital Mutilation Policy  
Key Person Policy  
Recruitment Policy  
Managing Food Allergies, Intolerances and Meeting Cultural Preferences Policy  
Whistleblowing Policy  
Listening to Children Policy

### **Authorisation**

Signature:

A handwritten signature in black ink, appearing to read 'Louise Lloyd-Evans', written in a cursive style.

Louise Lloyd-Evans  
Owner and Director

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