



Equality, Diversity and British Values Policy

Version 3.

This policy is applicable to all Minibugs Nurseries sites

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1. Aim of the Policy

Minibugs takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs.

A commitment to implementing our inclusion, equality and British values policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager at the earliest opportunity.

We want children to be independent learners so that they can make their own choices and build and develop strong relationships and friendships with others. We expect children to join in and try their best. All of these things are the foundations for becoming good citizens and promote the 'British Values'.

We encourage children to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

2. Admissions

Minibugs is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.

For further information please see our Admissions and Absences Policy.

3. Recruitment

- All aspects of recruitment ensure that Minibugs act in a way that is free from discrimination.
- For further information please see our Safer Recruitment Policy.

4. Early learning framework

Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves.
- Ensuring that all children have equality of access to early learning and play opportunities.
- Reflecting the widest possible range of communities in the choice of resources.
- Avoiding stereotypical or derogatory images in the selection of materials.
- Acknowledging and celebrating a wide range of religions, beliefs and festivals.
- Creating an environment of mutual respect and empathy.

- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
- Ensuring that children and families whose first language is not English have full access to the early learning opportunities and are supported in their learning.
- We encourage children to contribute stories of their everyday life into the nursery.
- We encourage parents/carers to take part in the life of the nursery and to contribute fully.

5. Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We will help children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

6. Promoting British Values at Minibugs Nurseries

At Minibugs these values are reinforced regularly and in the following ways:

6.1. Democracy:

We listen to children's and parent's voice. Our positive behaviour and physical intervention policy is clear that children are expected to contribute and co-operate, taking into account the views of others.

6.2. The Rule of Law:

We consistently reinforce our high expectations of children. Children are taught the value and reasons behind our expectations (rules), that they are there to protect us, that everyone has a responsibility and that there are consequences when rules are broken.

6.3. Individual Liberty:

Within Minibugs, children are actively encouraged to make choices, knowing that they are in a safe and supportive environment. As a nursery we educate and provide boundaries for young children to make choices safely, through our provision of a safe environment and empowering teaching. Children are encouraged to know, understand and exercise their rights and personal freedoms.

6.4. Mutual Respect:

Part of our nursery ethos and behaviour policy has revolved around Core Values such as 'Respect', and children are modelled this by caring, sharing and listening to others. Staff help children to understand how to respect by talking about how actions/words can affect others.

6.5. Tolerance of those of Different Faiths and Beliefs:

We aim to enhance children's understanding of different faiths and beliefs by participating in a range of celebrations throughout the year. Children have the opportunity to dress-up in clothes and try different foods from other cultures and we encourage parents/carers to participate and support our multi-cultural events.

We ensure that posters, displays, messages of welcome reflect the wide range of languages and cultures that we are fortunate to have in our school family. We monitor all forms of bullying and harassment and actively promote courtesy and good manners towards all.

7. Bullying concerns

If a bullying concern is raised, every effort will be made to establish the facts. Action will be taken to address the concerns. If a child is accused of bullying, they also will be listened to in a suitable setting and efforts will be made to collect all the facts.

The Manager will:

- Take all accusations of bullying seriously and intervene to prevent incidents from taking place.
- Ensure that all staff are aware and know how to deal with accusations of bullying.
- Where the child is at a cognitive level of ability to understand, every effort will be made to help the child to understand that it is an unacceptable behaviour.
- Set a culture of mutual support and praise of success; so, making bullying behaviour less likely. When children feel they are important and belong to a friendly and welcoming environment, bullying is far less likely to be part of their behaviour.
- Use any opportunity to discuss the appropriate way to behave towards each other, such as circle time, topics, dotty mascot, when going outside, snack time etc.
- We will speak openly with parents/carers to formulate a mutual agreement regarding action to move the situation forwards in a way which meets individual needs.
- If a child is repeatedly involved in incidents of negative interaction with other children, staff will inform their manager and an action plan will be put in place. The Nursery Manager will then invite the child's Parents/Carers in to discuss the situation. Where these initial discussions have proven ineffective, the Nursery Manager may contact external support agencies following consultation with parents/carers.

We ask Parents / Carers to:

- Contact their child's Key Worker immediately if they are concerned that their child is being bullied or suspect that their child may be the perpetrator of bullying.
- Actively encourage their children to be a positive member of the group.



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