



Equal Opportunities & inclusion Policy

At Al-Ashraf we take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they be an adult or child. Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within this nursery. Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the manager at the earliest opportunity.

The nursery and staff are committed :

- To ensure the individual care and learning needs of all children are met in accordance with The Early Years Foundation Stage 2012.
- To ensure all children are able to develop in a caring and considerate environment where everyone is valued for their contribution to nursery life.
- To ensure our nurseries are committed to the early identification of children with Special Educational Needs (SEN) and to adopting clear and open procedures.
- To work in partnership with parents/carers who are fully involved in all decisions that affect their children's care and education.
- To work with agencies and other care providers in a professional and open manner to enable individual needs to be met in a timely and purposeful way.
- To provide, within available resources, the highest possible quality support and inclusive care and education for children with SEN or other additional needs.
- To develop children's sense of identity and raise their self-esteem by creating an environment which recognises them as individuals.
- Encourage positive role models, displayed through toys, imaginary play and activities that promote non-stereotyped images.
- Encouraging children to join in activities, i.e. dressing up, shop, home corner, dolls, climbing on large apparatus, bikes, etc.

Service Provision

No child will be discriminated against on the grounds of sex, race, religion, colour or creed. Wherever possible those designated disabled or disadvantaged



will be considered for a place, taking into account their individual circumstances and the ability of the nursery to provide the necessary standard of care. We will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of the play equipment we have to offer enable children to develop in an environment free from prejudice and discrimination.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Discriminatory behaviour/remarks

These are unacceptable in our Nursery. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Language

Information, written and spoken will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and staff are an asset. They will be valued and their languages recognised and respected in the Nursery.

Food

Medical and dietary needs will be met.

REVISED: October 2013