

POLICY FOR INCLUSION, EQUALITY AND DIVERSITY

INTRODUCTION

Playwam actively promotes inclusion and equality of opportunity and values diversity. We positively welcome all children and their families including those with protected characteristics, including but not limited to, disability, race (ethnicity), religion and belief, sexual orientation and gender. We strive to provide all children with positive self-images and values and to help them feel included.

AIMS AND OBJECTIVES

Playwam promotes positive recognition, understanding, knowledge and celebration of differences. We aim to create an environment of mutual respect and tolerance. Each child is treated as an individual and with equal concern, ensuring each child's developmental and emotional needs are recognised and met.

We do this by:

- Promoting inclusive practice to ensure every child is welcomed and valued
- Discussing aspects of family/child identity with parents when settling in a new child
- Becoming knowledgeable about different cultures by building strong relationships with families
- Toys and equipment are chosen with the differing needs of the children in mind
- Displays will show and reflect a positive image towards the world in which we live
- Books are chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles and backgrounds in society
- Dressing up materials will promote non-gendered roles and dolls will represent a range of ethnicities and different genders
- Realistic targets are set for each child
- Support from other professionals offered as necessary

We will ensure that the opportunities and activities in the learning environment are available to all children and their families.

PROCEDURES

- Written and spoken information will be clearly communicated in as many languages as necessary. Bi-lingual children and adults are valued and skills recognised.
- Playwam staff monitor daily planning and have regular meetings to discuss and decide how to improve long term planning, procedures and good practice.
- Our planning extends the children's experiences and knowledge of other cultures, languages and customs.
- Playwam ensures that the activities reflect the diversity of society, not just our own setting.
- Festivals, holy days and special days will be celebrated authentically by involving parents whenever possible
- We encourage the children to explore the differences and diversity of people in a positive way by ensuring the representations of people are accurate and realistic. e.g. dolls, puppets and models.
- We discuss similarities and differences positively without bias or judgement

- Discriminatory behaviour and remarks by children, staff or parents are unacceptable and will be challenged. We will respond in a way that is sensitive to the victim and help those responsible to understand and overcome their prejudices.
- Playwam will encourage both children and adults with disabilities to take part in the setting, making it safe and reasonable to do so.
- The medical, cultural and dietary needs of children, families and adults working in the setting will be met.
- Parents are expected to abide by the policy for inclusion, diversity and equality and to support their child in the aims of the setting.

THE EARLY YEARS FOUNDATION STAGE AND BRITISH VALUES

Children's social and emotional development is shaped by early experiences and relationships and incorporates elements of equality and British and Universal values. The EYFS supports children's earliest skills in an age appropriate way to become social citizens, namely listen and attend to instructions; know the difference between right and wrong; recognise similarities and differences between themselves and others; make and maintain friendships; develop empathy and consideration of other people; take turns in play and conversation; risk taking behaviours, rules and boundaries; not to hurt/upset other people with words and actions; consequences of hurtful/discriminatory behaviour and regulating behaviour.

The fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are already implicitly embedded in the Early Years Foundation Stage and therefore throughout practice at Playwam. They are further clarified here: *Fundamental British values in the Early Years*

(<https://foundationyears.org.uk/wp-content/uploads/2017/08/Fundamental-British-Values-in-the-Early-Years-2017.pdf>)

SUMMARY:

Playwam actively promote equal opportunities and inclusion for all. We recognise that parents are the first educators and encourage and welcome their involvement in our setting so as to ensure that the children's home-based learning and the learning opportunities we offer, extend, reinforce and complement each other. We will ensure that barriers to equality and inclusion are identified and removed or minimised wherever reasonably possible.