Blanchelande College

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Nursery Inclusion and Equality Policy

Policy Statement

Nursery is committed to providing an inclusive environment where all children and families are welcomed, valued, respected and supported. We recognise that children and families come from a wide range of backgrounds, with individual needs, beliefs, values and experiences.
We understand that some children and families may experience barriers to participation, disadvantage or prejudice, which can impact wellbeing, development and outcomes. We are committed to promoting equality of opportunity, removing barriers to inclusion and ensuring that every child feels safe, secure and able to thrive.
Nursery is committed to meeting the requirements of relevant Guernsey legislation, safeguarding guidance and early years standards relating to equality, inclusion and non-discriminatory practice.
We aim to:

- Promote equality and value diversity throughout our service;
- Create an environment where all children and families feel respected, included and represented;
- Foster positive relationships with children, families, colleagues and the wider community;
- Ensure all children have access to the opportunities, experiences and support they need to participate fully;
- Identify and reduce barriers to participation through inclusive practice and reasonable adjustments;
- Challenge discriminatory attitudes, language or behaviour in line with our safeguarding and behaviour procedures.

All staff; students and volunteers are expected to always uphold inclusive and non-discriminatory practice.

Inclusion and Safeguarding

Inclusion is central to safeguarding and promoting children's welfare. We recognise that exclusion, prejudice and discrimination can affect children's emotional wellbeing, confidence and sense of belonging.
We ensure that all children are listened to, valued and supported. Any concerns relating to discriminatory behaviour, language or attitudes will be taken seriously and managed appropriately in line with safeguarding and behaviour procedures.

Procedures

Admissions and Access

Nursery is open and accessible to all members of the community. Admissions are managed through a fair, transparent and non-discriminatory process.

We:

- Welcome applications from all children and families;
- Provide clear and accessible information about our provision;
- Reflect the diversity of our community within our communication and resources;
- Provide information about support available for children with additional needs and disabilities;
- Make reasonable adjustments to enable children to access the nursery environment, activities and curriculum;
- Work with families to understand and meet individual needs.

Discriminatory, prejudicial, harassing or victimising behaviour by children, staff, volunteers or parents will not be accepted and will be addressed appropriately.

Employment

Nursery is committed to fair and inclusive recruitment and employment practices.
We:

- Advertise roles using clear and fair criteria;
- Welcome applicants from all backgrounds;
- Select candidates based on suitability, experience, qualifications and ability to fulfil the role;
- Ensure staff responsibilities include a commitment to equality, inclusion and respect for diversity;
- Monitor recruitment practices to ensure they remain fair and accessible.

Training and Professional Development

Staff receive appropriate training, supervision and support to promote inclusive practice and understand their responsibilities in supporting equality and participation.
Staff are encouraged to reflect on their practice, attitudes and approaches to ensure that all children and families experience a welcoming and respectful environment.

Curriculum and Learning Environment

Our curriculum supports children to develop confidence, self-esteem, empathy, respect and positive attitudes towards themselves and others.
We promote inclusion by:

- Providing books, toys, displays and resources that represent diverse cultures, languages, family structures, abilities and experiences;
- Creating an environment where children feel valued and represented;
- Avoiding stereotypes and ensuring resources promote positive messages about difference;
- Supporting children who speak English as an additional language;
- Supporting children with disabilities and additional educational needs to fully participate;
- Encouraging children to develop kindness, fairness, respect and understanding through everyday experiences.

We adapt our environment, routines and activities where necessary to support children's individual needs, using strategies such as visual supports, communication aids and personalised approaches.

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Working in Partnership with Families

- We value and respect the diversity of family life and work in partnership with all parents and carers.
- We encourage families to share their experiences, cultures, languages and traditions and support families to participate fully in nursery life.
- Where families speak languages other than English, we seek ways to support communication and inclusion.
- We work with parents, carers and external professionals to ensure children receive appropriate support.
- We take positive action to encourage access to our service for children and families who may experience barriers to participation.