



**The Burrow**  
**Policies and Procedures**



### 3. Our Community

The Burrow is committed to Safeguarding and Promoting the Welfare of Children and Young People and expects all staff, students and volunteers to do the same. Safeguarding children is everyone's responsibility

#### 3.1 Valuing Diversity and Promoting Equality

##### **Policy statement**

The Burrow ensures that its service is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds and that all families have needs and values that arise from their individual, social, economic, ethnic, cultural or religious backgrounds and situations.

We understand that all elements of these factors affect the well-being of children and can impact on their learning and development, whether positively or negatively. We are committed to anti-discriminatory practice to promote equality of opportunity, and valuing diversity for all children and families.

We hold Fundamental British Values centrally in our policies and practices, these being:

- **Democracy:** we all make decisions together, and everyone's opinion is valued and considered, encouraging self-confidence and self-awareness
- **Rule of Law:** everyone learns the difference between right and wrong, and understands that rules matter, are in place for a reason, and apply to us all
- **Individual Liberty:** there is freedom for all, to be different, and to be themselves, developing a positive sense of self
- **Mutual respect and tolerance:** we treat others as we wish to be treated, with respect and acceptance of the differences between us, including cultures, beliefs and faiths.

We aim to:

- provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued
- include all families and value their contribution to our understanding of equality and diversity
- provide positive non-stereotyping information about gender roles, diverse family structures, diverse socio-economic, ethnic and cultural groups and people with disabilities and additional needs
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality, and valuing diversity
- challenge and eliminate discriminatory actions
- make inclusion a thread that runs through all the activities of the setting

## Procedures

### *Admissions*

The Burrow is open and accessible to all members of the community.

To this end we:

- advertise our service widely
- base our Admissions Policy on a fair system
- ensure that all parents are made aware of our Valuing Diversity and Promoting Equality Policy
- provide information in clear, concise language, whether in spoken or written form
- provide information in other languages as necessary
- do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the Equalities Act (2010).

These are:

- disability
- race
- gender
- sexual orientation
- religion or belief
- age
- pregnancy and maternity
- marriage and civil partnership
- do not discriminate against a child with an additional need or disability
- make adjustments to ensure as far as possible that disabled children can participate successfully in the services and curriculum offered by the setting
- take action against any discriminatory behaviour by staff, volunteers or parents whatever form it takes
- do not accept any display of discriminatory and possibly offensive materials, name calling, or threatening behaviour on or around our premises. This will be dealt with immediately and discreetly, and failure to act in accordance with the relevant policy statement and procedure may lead to the adult being excluded from the premises.

### *Employment*

- We advertise posts internally and externally and all applicants are judged against explicit and fair criteria
- Applicants are welcome from all backgrounds and posts are open to all
- The applicant who best meets the criteria is offered the post, subject to references and suitability checks, including by the DBS. This ensures fairness in the selection process
- All our job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications
- The manager monitors our application process to ensure that it is fair and accessible.

## *Training*

At The Burrow we:

- regularly review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Promoting Equality
- seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children, and their families, to flourish
- ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.

## *Curriculum*

The curriculum offered at The Burrow encourages children to develop positive attitudes about themselves as well as people who are different from themselves, in accordance with Fundamental British Values. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- collecting all relevant family information through our **Registration Forms Pack (App 1.3a)**
- making children feel valued and good about themselves and others
- creating an environment of mutual respect and tolerance
- ensuring our environment is accessible as far as possible to all children and adults
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- ensuring that children have equality of access to learning
- making adjustments to the environment and resources, where possible, to accommodate a wide range of learning, physical and sensory impairments
- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising their different learning styles
- differentiating the curriculum to meet children's Special Educational Needs and Disabilities
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning
- support parents with the maintenance and development of their child's home languages
- positively reflecting a range of communities in the choice of resources
- avoiding stereotypes or derogatory images in the selection of books or other visual materials
- celebrating festivals observed in the local community, and by families attending our setting.

## *Valuing diversity in families*

At the Burrow we:

- welcome the diversity of family lifestyles and work with all families
- encourage children to contribute stories of their everyday home life to the setting
- encourage parents and all other carers to take part in the life of the setting and to contribute fully
- develop means to encourage full inclusion of families who speak languages in addition to English
- offer a flexible payment system for families experiencing financial difficulties, where possible, and offer information regarding sources of financial support
- take care, where parents are separated, to inform both parents equally of meetings, curriculum matters, information etc, as appropriate.

## *Monitoring and reviewing*

- So that our policies and procedures remain effective, we monitor and review them regularly to ensure our strategies meet our overall aims to promote equality and inclusion, and to value diversity
- We provide a complaints procedure should it be needed.

**Signed:** *L.B. Mee*

**Name:** Lynn Mee

**On behalf of The Burrow Nursery**