

Cherish Childcare Equality and Diversity Policy

Statement of Intent

At Cherish Childcare, we are committed to providing equality of opportunity and promoting anti-discriminatory practice for all children and families. We are dedicated to safeguarding and promoting the welfare of children, young people, and adults at all times and expect everyone working within the setting to share this commitment.

Links to the Early Years Foundation Stage (EYFS) Statutory Framework Key Themes and Commitments:

- **A Unique Child**
 - 1.2 Inclusive Practice
 - 1.3 Keeping Safe
- **Positive Relationships**
 - 2.3 Supporting Learning
 - 2.4 Key Person
- **Enabling Environments**
 - 3.2 Supporting Every Child
- **Learning and Development**
 - 4.4 Areas of Learning and Development

Our Aims

- Create a safe and nurturing environment where all children can flourish and feel valued.
- Welcome and celebrate the contributions of all families to foster an understanding of equality and diversity.
- Continually improve our knowledge and understanding of equality and diversity issues.
- Make inclusion a key principle that underpins all nursery activities.
- Provide positive, non-stereotypical resources and information about different cultures, ethnic groups, and individuals with disabilities.

This policy was adopted on	Signed on behalf of the nursery	Date for review
1 st September 2025	Cherish Childcare	1 st September 2026

Legal Framework

This policy adheres to the following legislation:

- Race Relations Amendment Act 2000
- Employment Act 2002
- Sex Discrimination Act (1976, 1986, 1995)
- Children Act (1989, 2004, 2006)
- Equality Act 2010
- Disability Discrimination Act (1995, 2005)
- Special Educational Needs and Disability Act (SENDA) 2001
- SEND Code of Practice 2014
- Employment Equality (Age) Regulations 2003
- Human Rights Act 1998

Methods

Community Access

- Our setting is open to all members of the community, and we ensure our promotional materials reflect diversity.
- Clear and accessible information is provided in both written and verbal formats.
- We welcome families from all backgrounds and cultures and ensure inclusivity for children with disabilities.

Employment

- Job vacancies are openly advertised, and all applicants are assessed against clear and fair criteria.
- Positions are open to candidates from all backgrounds, and selection is based on merit, subject to references and safeguarding checks.
- Job descriptions emphasize our commitment to equality and diversity.
- Recruitment processes are monitored to ensure fairness and accessibility.

Training

- Staff and volunteers receive regular training to support equality and diversity.
- Online training ensures staff remain up to date with current legislation and best practices.
- All staff are trained to administer necessary medicines and perform any required care.
- Policies and practices are reviewed regularly to align with our commitment to inclusion.

Curriculum

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Our curriculum is designed to promote positive attitudes, empathy, and critical thinking about diversity.

Practices Include:

- Ensuring every child feels valued and supported.
- Providing equal access to learning opportunities.
- Adapting resources and environments to meet diverse needs.
- Offering differentiated learning experiences to support special educational needs.
- Celebrating a wide range of cultural festivals and traditions.
- Avoiding stereotypes in materials and showcasing a variety of communities.
- Encouraging mutual respect and tolerance among children.
- Supporting children who are learning English as an additional language.

Valuing Diversity in Families

- We welcome and celebrate all family structures.
- Families are encouraged to share their experiences and participate in nursery life.
- Support is provided for families who speak languages other than English to ensure full inclusion.
- Flexible payment options are available to accommodate differing financial circumstances.

Food

- We work closely with parents to meet children's dietary, cultural, and medical needs.
- Children are introduced to a variety of foods and taught to appreciate cultural diversity during mealtimes.

Monitoring and Reviewing

- Policies are reviewed annually or as needed based on new legislation, Ofsted requirements, or relevant updates.
- Parents and carers are invited to provide feedback to ensure our policies promote equality, inclusion, and diversity effectively.

This policy was adopted with contributions from managers, staff, and parents.

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