



## **Equality and Diversity/Equal opportunities**

### **Equal Opportunities:**

At Domi Domingo Ltd we follow the guidance under the Equality Act 2010 and we are committed to:

- Promoting equal opportunities;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination which includes any discrimination towards: Age, Disability, Gender reassignment, Marriage and civil partnership, Race, Religion/belief, Sex, Sexual orientation, Pregnancy/maternity.

### **Guiding Principles**

In fulfilling these duties listed above, we are guided by three essential principles:

- Every child should have opportunities to achieve the highest possible standards and the best possible experiences for the next stages of their development and education.
- Every child should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every child should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

### **Addressing racism and xenophobia**

The nursery is opposed to all forms of racism and xenophobia, including those forms that are directed towards religions and communities. We are aware of and follow the guidance in the Race Relations Amendment Act.

### Responsibilities

The management is responsible for ensuring that the nursery complies with legislation and that this policy and its related procedures and strategies are implemented continuously.

The managers are responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that occur and to be aware of how to identify and challenge racial and cultural bias and stereotyping, to support children in their nursery for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

### Information and Resources

We ensure that the content of this policy is known to all staff and appropriate to all children and parents. All staff have access to a selection of resources which discuss and explain concepts of race equality cultural diversity in appropriate detail. All children will have access to a diverse range of cultural resources.

### Religious Observance

We respect the beliefs and practice of all staff, children and parents/carers and comply with all reasonable requests to religious observance and practice.

### Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other nursery policies are dealt with, as determined by the management. The severity of the breach may determine the outcome.

### Monitoring and Evaluating

We collect information using quantitative and qualitative data relating to the implementation of this policy making adjustments where appropriate.

## **Equality & Diversity:**

Domi Domingo Ltd is committed to promoting equality for all. This is reflected throughout all our policies and the nursery works in accordance with current legislation. Policies and practices are regularly reviewed to ensure that children, families, staff members, visitors and nursery users are treated with respect and included in all aspects of nursery life.

The nursery will encourage recognition of the value of each individual and will not discriminate on grounds of nationality, gender, ethnicity, colour, sexual orientation, disability culture, language, religion, marital or parental status or age. This applies to children, parents, employees, visitors and during the process of recruitment of new staff.

All forms of discrimination will be treated seriously and it will be made clear to any offenders that such behaviour is unacceptable. Contracts of employment set out procedures to be followed when discriminatory language or behaviour is used.

We aim to develop a non-judgmental, easily accessible, safe learning environment where difference is celebrated and all children and adults are valued as individuals.

All children will be given opportunities to develop their full potential and a positive identity. We believe that the children's activities and resources should be open to all children and families and to all adults who are committed to their care.

We recognise that:

- Very young children may imitate a label and its associated emotion without even knowing the group referred to by the label.
- As the child develops s/he begins to understand what group the label refers to, the child's negative emotion becomes crystallised into a negative attitude toward that group.
- That attitude becomes ingrained with their whole personality and becomes stabilised and hard to change.
- That child has developed prejudice toward a whole group of people without ever knowing an individual associate with the 'group'.

- As Early Years Practitioners, we have a professional responsibility to unpick that process.
- All children are harmed through prejudice and discrimination.

We are aware of the impact adults behaviour has on children's development as they form opinions of the world around them and we therefore use the following guidelines:

### Training

Professional Development of all staff members is encouraged with the aim to raise awareness of equality for all and the role we play in developing an approach to life-long learning.

We organise annual training events for all staff members around equal opportunities and use reflective practice to evaluate the nursery's performance through staff meetings.

### Staff

All staff vacancies are advertised widely. Domi Domingo Ltd will appoint the best person for each position and will treat all applicants fairly and with respect. In this respect, the nursery will ensure that no job applicant or employee receives less favourable treatment because of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.

Staff are encouraged to be mindful of their behaviour and conduct within the nursery and act in a way that is non-judgemental and does not stereotype individuals.

We encourage staff to challenge stereo-typical and judgemental behaviour in a sensitive but pro-active way. This includes attitudes which may be held by other colleagues, children and adults who use the setting.

### The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured.

Activities and the use of resources offer children opportunities to develop in an environment free from prejudice and discrimination.

Management of resources within the nursery will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

### Activities and resources

Children have access to a wide range of resources and we display non-stereo typical, positive images of groups and individuals throughout the nursery. Resources 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 stereotyping and using images and words, which reflect the contribution of all members of society.

We read stories from a range of different cultures to celebrate diversity and listen to music from all around the world. We use long, medium and short term planning to explore the diversity in cultures, dance, music and communications.

### Additional Needs

Domi Domingo Ltd recognises that children have a wide range of needs which differ from time to time and will consider what part the nursery can play in meeting these needs as they arise.

Children with additional needs are recognised as enriching the nursery environment and we actively encourage their inclusion in the provision.

We aim to provide a childcare place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged taking into account their individual circumstances, and the nursery's ability to provide the necessary standard of care. We make necessary reasonable adjustments for all children with special educational needs and disabilities.

### Language

Basic information, written and spoken, will be clearly communicated in as many languages as possible.

Bilingual and multi-lingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first

language at home, and children will be encouraged to use their first language within the setting.

### Food

Working in partnership with parents, children's medical, cultural and dietary needs will be respected and met throughout the nursery.

### Family Diversity

The nursery recognises that many different types of family group can, and do successfully love and care for children. We aim to offer support to all families. The nursery offers a flexible payment system for families with different means.

We offer information in a range of languages to ensure all families are kept informed and updated.

### Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families who attend the nursery and in society as a whole, and welcome the diversity of backgrounds from which they come.

In order to achieve this we:

- Aim to acknowledge all of the festivals which are celebrated in our area and/or by families who use our nursery.
- Provide information without indoctrination of faiths and festivals which are being celebrated by their own families and the families of others. Children will be introduced, where appropriate, to the stories behind the festivals.
- Before introducing a festival with which the adults in the nursery are not familiar, appropriate advice will be sought from parents and other people who are familiar with that festival.
- Children and families who celebrate festivals at home which the rest of the children in the nursery is not familiar, the family will be invited to share their festival with the rest of the children if they wish to do so.
- Children will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.

## **Dealing with Discrimination:**

Here at Domi Domingo Ltd we do not tolerate discriminatory behaviour and take action to tackle discrimination. We believe that parents have a right to know if discrimination occurs and what actions the nursery will take to tackle it. We will follow our legal duties in relation to discrimination and record all incidents, perceived or actual, relating to discrimination on any grounds and report these, where relevant, to children's parents and the registering authority.

### Types of discrimination

- Direct discrimination – occurs when someone is treated less favourably than another person because of a protected characteristic.
- Discrimination by association - occurs when there is a direct discrimination against a person whom is associated with as person who has protected characteristic.
- Discrimination by perception - occurs when there is a direct discrimination against a person because they are perceived to have a protected characteristic.
- Indirect discrimination - can occur where a provision or criterion is in place which applies to everyone in the organisation but particularly disadvantages people who share a protected characteristic.
- Harassment - is defined as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.
- Victimisation – occurs when an employee is treated less favourably or put to detriment because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or have been suspected of doing so.

### Protected Characteristics

The nine protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment

- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy or maternity

Incidents may involve a small or large number of persons. They may vary in their degree of offence and may not even recognise the incident has discriminatory implications; or at the other extreme their behaviour may be quite deliberate and blatant.

Examples of discriminatory behaviour are:

- Physical assault against a person or group of people
- Derogatory name calling, insults and discriminatory jokes
- Graffiti and other written insults
- Provocative behaviour such as wearing badges and insignia and the distribution of discriminatory literature
- Threats against a person or group of people relating to of the nine protected characteristics listed above
- Discriminatory comments including ridicule made in the course of discussions
- Patronising words or actions

### Our procedures

We tackle discrimination by:

- Expecting all staff in the nursery to be aware of and alert to any discriminatory behaviour or bullying taking place;
- Expecting all staff to intervene firmly and quickly to prevent any discriminatory behaviour or bullying. This may include behaviour from parents and other staff members;
- Expecting all staff to treat any allegation seriously and report it to the nursery manager. Investigating and recording each incident in detail as accurately as possible and making this record available for

inspection by staff, inspectors and parents where appropriate, on request. The nursery manager is responsible for ensuring incidents are handled appropriately and sensitively and entered in the record book. Any pattern of behaviour should be indicated. Perpetrator's/victim's initials may be used in the record book as information on individuals is confidential to the nursery;

- Informing the parents of the child(ren) who are perpetrators and/or victims of the incident and of the outcome, where an allegation is substantiated following an investigation;
- Excluding or dismissing any individuals who display continued discriminatory behaviour or bullying but such steps will only be taken when other strategies have failed to modify behaviour. This includes any employees, where any substantiated allegation, after investigation, will instigate our disciplinary procedures.

We record any incidents of discriminatory behaviour or bullying to ensure that:

- Strategies are developed to prevent future incidents;
- Patterns of behaviour are identified;
- Persistent offenders are identified;
- The behaviour has been addressed and dealt with appropriately;
- Effectiveness of nursery policies are monitored;
- A secure information base is provided to enable the nursery to respond to any discriminatory behaviour or bullying.

### Nursery Staff

We expect all staff to be alert and seek to overcome any ignorant or offensive behaviour based on fear or dislike of distinctions that children, staff or parents may express in the nursery.

We aim to create an atmosphere where the victims of any form of discrimination have confidence to report such behaviour, and that subsequently they feel positively supported by the staff and management of the nursery.

It is incumbent upon all members of staff to ensure that they do not express any views or comments that are discriminatory; or appear to endorse such views by failing to counter behaviour which is prejudicial in a direct manner. We expect all staff to use a sensitive and informed approach to counter any harassment perpetrated out of ignorance.

