Next Steps Day Care

Diversity and Inclusion Policy

We follow the guidelines and legal responsibilities of The Equality Act 2010, Disability Discrimination Act 1995 and the EYFS (Early Years Foundation Stage) every child matters to promote social, cultural diversity and value the economic society we live in. We strive to provide an anti-discriminatory setting and equality of opportunities for all children in our care. We are committed to ensure children feel valued and included, regardless of their background.

To ensure we meet these guidelines-

- We include a variety of ways of life within our practice to promote different beliefs and cultures.

- We educate the children about different religions and cultures.

- We ensure that we supply non-stereotypical toys, images, books, or posters that will promote gender specific roles, jobs or lifestyle.

- We ensure that we are positive role models for the children to observe.

- All children have the choice to partake in all activities however, they will be modified according to their abilities.

- We celebrate a variety of festivals throughout the year including those, which are special to the children and their families in our care.

- We ensure that children who are learning English as a second language have the same opportunities to the other children and are supported with their learning and development using the EYFS.

- We support children whose second language is English by learning different languages such as our weekly Spanish lessons. We are also open to learning more languages including sign language or Makaton.

- We offer all toys to every child regardless of their developmental stage or abilities unless it is a safety hazard.

- We ensure that all toys, resources and equipment it up to date.

- We work alongside outside agencies to ensure we provide the best care possible for each individual and seek relevant information when required.

- All staff influence and teach children to treat each other with respect.

- Visit different location within the local community.

We uphold a working relationship with parent/carers to ensure that we meet the needs of each child. This includes keeping up to date and meeting their religious beliefs, cultural rituals or dietary requirements. We also welcome any parent/carer who would like to be involved with widening our education about their religious beliefs or culture to the children. All parent/carers are welcome in the setting and will never be discriminated against or treated unfairly. We relish our relationship with each parent/carer and continue to respect this rapport in order to improve the quality of care for each child.

Any child within the setting with an additional need will receive support from the staff to ensure that they are included and involved in all activities if they wish to be. Any child with an additional need will not be more or less favourable than any other child. Our practice fit with guidelines indorsed by the Disability Discrimination Act 1995, which states that resources should be adapted accordingly to ensure the child is included. By adapting our resources or activities we are encouraging the children to develop at their own pace. As stated in the Admissions Policy, we will only accept a child with additional needs if we feel we are able to meet their needs (for example, if they are in a wheelchair we are not able to facilitate this).

To ensure our setting is inclusive, we regularly review and evaluate our practice in order to make any improvements if necessary.

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