

BEE ACTIVE

Equality, Diversity and Inclusion

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Introduction

At Bee Active Childcare we are committed to giving all of our children every opportunity to succeed to the highest level of personal achievement. This policy helps to ensure that Bee Active Childcare promotes the individuality of all our children irrespective of ethnicity, attainment, age, disability, gender or background.

Aims and Objectives

At Bee Active we believe that no factors should hinder or exclude children or certain groups of children such as;

- Girls and boys
- Minority ethnic and faith groups
- Children who need support to learn English as an additional language.
- Children with special educational needs.
- Gifted and talented children.
- Children who are at risk of disaffection or exclusion.
- Travellers and asylum seekers.

The Early Years Foundation Stage handbook is what is used as a starting point to ensure our curriculum meets the specific needs of individuals and groups of children. We would hope to meet these needs through such things as setting suitable learning challenges, responding to children's diverse learning needs and by overcoming potential barriers to learning and assessment for individuals and groups of children.

At Bee Active we ensure all of our children are given the opportunity to strive and succeed to their own personal highest level of achievement, all of our activities are tailored to suit the individual needs of the child. All children are given next steps through our curriculum planning and these help staff to consider the abilities of the children within our setting.

If a child's attainment were to fall significantly below the expected level, staff would plan activities in line with the child's individual needs. If attainment were to significantly exceed the expected level of attainment, staff would then plan in line with the curriculum to extend and challenge the individual learner.

Children with Disabilities

Some children within our setting may have a disability and therefore may need additional resources. We are committed to providing an environment that allows these children full access to all areas of learning. When planning staff will ensure that they give all children with disabilities the opportunity to develop skills in practical aspects of the curriculum.

Learning/ Resources

We will provide activities and equipment in an environment free from gender bias and stereotyping. The individual child will have the equality of access to resources and educational provision. The children will be exposed to a variety of learning materials, which recognise and value different cultures. We will encourage positive interaction between boys and girls. Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multicultural society. Materials will be selected which promote positive images, to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Festivals

Our aim is to show respectful awareness of all major events in the lives of the children and families here at Bee Active, and in our society as a whole, and to welcome the diversity of backgrounds from which they originate. Children will be encouraged to learn about a range of different festivals; special food, clothing and practices as part of our diverse culture.

Language

Staff will value and respect the individual child's religion, cultural and linguistic background and differing levels of ability. Staff will be offered training to further their knowledge in all aspects relating to equal opportunities through our online training platform.

Discriminatory Behaviour/ Remarks

Staff will challenge any discriminatory actions or remarks in the nursery taking into account the child's age and maturity. Staff, children and parents/carers will be encouraged to value and respect others.

Food

Medical, cultural and dietary needs will be met.

Parents/carers and children have a right to express their views, which must be respected. We welcome the sharing of cultural experiences; children will be encouraged to value themselves and their backgrounds, as well as those of others.

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