

EQUALITY & DIVERSITY POLICY

Vineyard Organic Day Nursery positively values and respects children, families, staff, students and members of the local community regardless of their ethnic origins/racial groups, religions, cultures, linguistic backgrounds, age, gender, sexuality and abilities. We are committed to providing a multicultural environment that will instill in children a positive outlook towards people in our society whom they may see as different from themselves.

We believe that cultural and lifestyle differences enrich society. Therefore, our curriculum exposes children to cultural celebrations from around the world. Likewise parents are encouraged to share stories or sing songs from their country of origin or in their first language(s).

All children will have access to the full range of activities regardless of race, gender, religion, or ability provided parental consent has been attained. Staff will plan and organise activities for the different needs of children, enabling all children to develop their skills and knowledge to their full potential.

As an enabling and inclusive nursery we work in partnership with parents and the professionals involved in the care of SEND children to adapt activities to meet their needs and organize activities to meet their specific challenges while supporting them.

We choose our staff on the basis of their abilities and their dedication to childcare, regardless of gender, religion, race, age, or disability. Our policy for diversity encompasses adults as well as children. All adults will be welcomed to the group, i.e. parents, carers, visitors, helpers, applicants for jobs, and no-one will be discriminated against.

Religious & Cultural Festivals

Vineyard Organic Day Nursery community draws children from a variety of faiths and cultures as well as families that profess no faith. Our aim is to show a respectful awareness of the diversity of the families and staff at this nursery, our local community and society. We achieve this by acknowledging the major festivals celebrated in our area and by the families and staff. This may include sharing stories, celebrations and food relevant to the festival concerned. We do this to help children celebrate the diversity of different beliefs and religions and increase their awareness of different cultures. We encourage parents to share their experiences with us. We are always honest with the children and will provide feedback to parents if sensitive issues have been raised.

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