

Inclusion and Diversity Policy

Hope Nursery School welcomes everyone and seeks to treat everyone equally and with respect.

AIMS:

1. To promote equality of opportunity and fair treatment for all and thereby allow all children, irrespective of their gender or ethnic origin, to achieve the level of success and self respect which they deserve.
2. To establish an environment where we reduce prejudice and raise self esteem.
3. To prepare children for living in a complex multicultural society.
4. To promote an understanding of a variety of cultures, valuing the positive contribution these make to the community, e.g. children should understand the differences in dress or diet. Parents can be fully involved themselves in cooking foods, from a variety of cultures, for children to taste.
5. To provide a safe and welcoming place for all of its members.
6. To provide an environment where sexist/racist assumptions, attitudes and behaviour are continually challenged.
7. To contribute towards imparting a sense of citizenship in the children.
8. To adopt the view that cultural diversity is a positive advantage. Children are often the most valuable multicultural resource in the classroom. Children's own experiences of festivals, food, dress, etc. should be valued and shared.
9. The teachers will, by careful use of language and choice of resources, avoid reinforcing stereotypical views of society.
10. The Nursery will continually review its schemes of work in the light of this policy.

The Nursery aims to provide equal opportunities for children within a broad, balanced curriculum, which does not discriminate against them because of gender, race or ethnic origin.

1. We endeavour to ensure that our curriculum and resources:
 - a. reflect the interests of both boys and girls;
 - b. discourage either gender or any ethnic group from dominating sessions.
 - c. value equally the experiences of both girls and boys and of different racial groups
 - e. are factually accurate and use up-to-date text, maps and illustrations
 - f. do not stereotype individuals, genders or groups;
 - g. equate either gender or any race with being dominant or subservient;
 - h. show the achievements and attributes of both genders and different cultures both past and present. The children themselves, are often the most important multicultural resource within the classroom and their experiences are valued and shared;
 - i. allow boys and girls from all cultural/ethnic groups to find characters with which they can identify and which enhance their self esteem, e.g. by the characters having important roles;
 - j. show characters not having to justify their race or gender by being exceptionally virtuous or brave, etc.
 - k. positively and realistically portray boys and girls from a variety of ethnic and cultural groups and class backgrounds;
 - l. reflect the multicultural population of our society.

2. We use all appropriate opportunities to challenge prejudice as it arises and a consistent approach to dealing with sexist or racist incidents, as agreed in the nursery policy.
3. We recognise in our teaching, the contributions which have been made by different cultures. We adopt the view that sees cultural diversity as a positive advantage.

