

Cultural Diversity at Nursery

Aim

We promote an understanding of different cultures through the work children do, the wide variety of resources we use and displays around the nursery. Our curriculum reflects the attitudes, values and respect that we have for differing cultures, ethnic groups and religious beliefs.

We are committed to:

Promoting equality of opportunity; promoting good relations between members of different racial, cultural and religious groups and communities; eliminating unlawful discrimination.

Guiding principles

In fulfilling our legal 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 qualifications for the next stages of their life 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, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- a child's progress, attainment and assessment;
- behaviour and discipline;
- a child's personal development;
- learning and teaching;
- admissions and attendance;
- the content of the curriculum;
- staff recruitment and professional development;
- partnerships with parents and communities.

Addressing racism and xenophobia

Fun Foundations Day Nursery is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

Responsibilities

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

The Management Team is 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. A record is kept of racial incidents in nursery. The Management Team also records any racial incidents in the incident book.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support children at nursery for whom English is an Additional Language (EAL); and to incorporate principles of equality and diversity into all aspects of their work.

Information and Resources

We ensure that all staff know the content of this policy. We will introduce and communicate the policy to parents through the web site and admissions meetings with parents. In nursery we will have a range of resources to support race and cultural diversity.

Religious Observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating 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 Team.

Procedures for dealing with and reporting racial incidents for children and adults:

(a) Racist comments in the course of discussion in school lessons

- Racist remarks must not be allowed to go unchallenged.
- Children or adults who persist in making inappropriate comments must be referred to a senior staff member.
- Both sets of parents/carers should be informed. Record in the Incident Book.

(b) Mockery of a child or adult in relation to cultural differences

- Members of staff must not ignore any form of racist derision.
- Explain to the child/adult why racist behaviour will not be accepted.
- Individuals who persistently mock others must be referred to a senior member of nursery staff.
- Both sets of parents/carers should be informed.
- Offer support to the victim and advice to the child/adult. Record in the Incident Book .

(c) Insulting taunts, insults, racist jokes and language

- Explain to the child/adult that verbal racist insults will not be tolerated.
- Adults or children who persistently insult must be referred to a senior member of nursery staff.
- Both sets of parents/carers should be informed.
- Offer support to the victim and advice to the child/adult. Record in the Incident Book.

(d) Refusal to co-operate with other pupils because of their race, colour or ethnicity

- Explain that children should work together. Every child has the right to be included in activities and the nursery will not exclude any child on racial grounds.
- Children who persistently refuse to co-operate must be referred to a senior member of nursery staff.

Date of Review	Changes Made	Signatures	Date of Next Review
15/01/15	None	A. Ferguson	January 2016
18/04/2016	None	A. Ferguson	April 2017
05/04/2017	None	A. Ferguson	April 2018