**John Logie Baird ELCC**

**Inclusion and Equal Opportunities Policy**

At John Logie Baird Nursery, we believe strongly in inclusive practice. We promote positive attitudes to all children, parents/carers and visitors who come into contact with the nursery. We believe that everyone is entitled to the same opportunity to learn, develop and grow in a community of mutual respect.

 **Equal Opportunities**

Our approach to equal opportunities encompasses all areas of our practice. We aim to include all children and families in all practice and activities within the nursery. Our policy applies to all staff, children, families and visitors. Each person is valued as an individual and we do not tolerate discrimination of any kind. Any incidents of this nature are dealt with appropriately. As a whole nursery setting, we will ensure that all aspects of the equalities act are being adhered to.

**Equal Opportunities and the Curriculum**

* We work within the Early Years Level to ensure that all children have an equal opportunity to learn and develop.
* We consider and aim to meet the individual needs of all children through the process of observation, planning and assessment.
* We ensure that the activities available provide many opportunities to play and learn a variety of things.
* We aim to provide stimulating activities.
* We encourage children to build on and extend the skills and knowledge they already have.
* We provide opportunities to celebrate diversity and encourage all to get involved.

We develop children’s sense of identity and encourage their self-esteem by creating an environment which recognizes them as individuals. The child’s home life, culture, religion and interests are all taken into account when planning for them.

We endeavour to provide non stereotypical resources and those which assist children in developing an awareness of the wider world and the lives of their peers. We welcome children with many different languages and will work with parents and outside agencies to gain an understanding of basic words and phrases in children’s first language. We use sing and sign with our younger children to develop their communication skills. We meet the dietary requirements of all children and obtain information about meal times. This information is then shared with the staff and the cook within the School. We also obtain information relating to religious or cultural festivals that parents wish their children to celebrate, ensuring that these are included in our planning. Children who have additional needs are supported throughout the setting. Where needed we will make the necessary reasonable steps to adapt the routine and environment to support the child(ren).

The nursery manager will review the policy annually. They will also review, monitor and evaluate the inclusive practice within the nursery by carrying out observations, assessments, audits and reviews on the staff and environment.

**Health and Social Care Standards** **(2017)** 3.1 , 3.4 , 3.15 , 3.18 , 3.20 , 4.1

**UNCRC Articles;**

Article 2 - Applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background

Article 14 - Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights.

Article 23 - child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.

Article 22 - If a child is seeking refuge or has refugee status, governments must provide them with appropriate protection and assistance.

Article 23 - A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.

Article 28 - Every child has the right to an education.

Article 29 - Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 30 - Every child has the right to learn and use the language, customs and religion of their family.

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