

At Millfields Nursery School Community Services we are committed to the philosophy of valuing and celebrating the diversity that exists within our local community, the wider Walsall community, the national and global community.

We aim to take positive action to ensure that staff, children and their families are not discriminated against because of gender, race, colour, language, nationality, ethnic origin, disability, age or sexual orientation.

We recognise that each child is an individual and have their preferred styles/ways of learning. Children are observed in their activities by the staff and these observations inform our planning. Therefore, children's individual needs and interests are catered for.

The books and resources used in the setting are selected to give positive images i.e. people from different ethnic backgrounds, disabled and images that challenge stereo typing. A variety of festivals and special events are celebrated every year from the local and wider community e.g. Eid-ul-Fitr, Chinese New Year, Diwali, Harvest Festival etc.

Staff have a duty to ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, race, colour, disability, beliefs or social background. Staff will challenge the sexism and acceptance of traditional roles that is already present in some children. Careful thought is given to routines so that sexism is not reinforced e.g. children are not asked to line up as girls and boys, boys and girls are asked to tidy the home area etc. Throughout all role play areas in the nursery, boys and girls are encouraged to take on caring roles.

Activities are differentiated to enable all children to access the curriculum. Teaching Assistants are deployed to support children who may need it e.g. time allocated to children on the Special Educational Needs register.

At Millfields parents are valued as co-educators. This means the setting values the contribution that parents/carers make to the educational success of their children whatever their background. We actively seek to engage with all parents/carers and use a variety of strategies to ensure

this happens e.g. joining different parent groups that we hold over a period of time - story workshops, drop-ins, coffee morning. On admission to the setting parents are encouraged to spend time settling their child in and share information about their child's, development so far, their interests etc.

Millfields has an admission policy that ensures no child is refused admission through gender, race, colour, nationality, ethnic origin or disability.

All staff are expected to subscribe to the above policy and are expected to challenge others and each other in a positive supportive way should racist, sexist or insensitive remarks be inadvertently made.

All staff will receive a copy of this policy as well as Governors.

Signed _____ Chair of Governors