



**General Welfare Requirement: Safeguarding and Promoting Children's Welfare**  
The provider must take necessary steps to safeguard and promote the welfare of children.

## **Inclusion, Special Educational Needs and Disability**

### **Valuing diversity and promoting equality**

#### **Policy statement**

Cherry Blossom Nursery and Preschool believe that all children should be included and be part of a safe, caring and stimulating community. We respect and value the diversity of cultures and the individuality of everyone. We aim to ensure that children from all backgrounds and of all abilities can access and enjoy the experiences we offer.

It is our aim to:

- provide a safe and an accessible (where possible) environment in which all of the children in our care who are valued and respected can flourish and grow.
  - include and value the contribution of all of our families.
  - provide positive information about disability, gender and cultural groups.
  - continually improve our knowledge and understanding of issues relating to anti-discriminatory practice.
    - promote equality and value diversity .
  - make inclusion part of the very fabric of our setting.

#### **Procedures**

- Admissions - Cherry Blossom Nursery and Preschool is open to all members of the community.
- Ensure that all of our parents/carers are familiar with our equal opportunities policy.
- We do not discriminate against a child or their family or prevent entry to our nursery on the basis of colour, ethnicity, religion or social background such as being a traveler or asylum seeker.
- We never refuse a child due to disability - we would always devise an action plan so that the child/parent could successfully participate in everything we offer.
  - We take action against any discriminatory behaviour by staff/parents/carers.

#### **Employment**

- Posts are advertised and all applicants are judged against fair criteria.
  - Applicants are welcome from all backgrounds.

- The applicant that is best qualified in all areas is offered the post subject to successful references and DBS check.
- Our application process is committed to promoting equality, to being fair and accessible to all.

### Training

- We aim to ensure that our staff access as many training opportunities as possible to enable them to adopt anti-discriminatory and inclusive practices.
- Our staff would undertake training for any child whose condition required more intensive treatment whilst in our care.
- We regularly review our policy to ensure that it is being implemented correctly and without prejudice.

### Curriculum

- The content of the activities we provide:
  - ensures that children develop a positive self-image of themselves.
- looks at society and helps us to understand that we are all individuals, with differing needs, we learn to care for each other, to enjoy and respect our differences.
  - ensure that all children have equal access to learning.
- makes adjustments to our premises and resources to accommodate a wide range of impairments.
- recognizes the differing needs of our children and makes appropriate provision to encourage their development.
  - celebrate festivals that are important to our families.
  - creates an environment where we all respect and care for each other.
  - differentiate the curriculum to meet the needs of SEN.
- ensure that children and their families who do not have English as their first language are given full support .
- we celebrate and promote our British values, Individual Liberty, Rule of Law, Mutual Respect and Democracy.

### Valuing diversity in families -

*Please read alongside our English as additional Language Policy*

- we welcome the diversity of family lifestyles, we encourage them to contribute and share their stories with us.
- we welcome their full participation at our nursery and we offer them our full support too.
  - We offer a flexible payment plan for those families who have differing need.

### Food

- we work in partnership with parents/carers to ensure that all medical, cultural and dietary needs are met.
  - we help children to learn about a whole range of foods.

### Environment

Our premises are as accessible as possible for all visitors and service users. If a disabled child/adult found our nursery difficult to access we would do our utmost to make adjustments where/when possible to meet their needs.

Dated: 11/09/2023

*Karen Elliott*

*Hayley Donoghue*