



# Abbey Wood Grange Day Nursery

## Anti-Bias Practice Policy

At Abbey Wood Grange Day Nursery we believe that all the children, staff, parents and visitors should be treated as individuals and their views and beliefs respected at all times.

Cheryl Pepper is our appointed Anti-Bias Practice officer, and anyone suspecting such behaviour should seek advice from the officer.

It is not about giving all children equality of opportunity it is about giving all children every opportunity.

### Staffing

Abbey Wood Grange will employ the best person for each job and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, social status, means, family status, disability, colour, ethnic origin, religion or belief.

All staff has written contracts of employment and the company will honour these in full.

Staff attend courses for First Aid, Safeguarding, Introduction to EYFS, Food Hygiene and any other workshop that may interest them.

Job vacancies are advertised on the staff notice board and in the local press.

### Children

Admissions for Abbey Wood Grange are offered when a place becomes available, there is a waiting list that no children are discriminated against. Personal Development Profiles are written and regularly updated on all the children. These are an accurate record of their progress, and are available to the parents/guardians.

All the children at Abbey Wood Grange will be given a balanced view of the world and an appreciation of our multi-cultural society. We aim to promote self-respect by avoiding stereotypes and derogatory pictures or messages about any group of people.

The setting celebrates festivals and special events from a variety of different cultures and backgrounds.

We ensure all staff has a basic understanding and knowledge of different faiths of the children in the setting, and we are aware that English maybe a second language.

We offer curriculum to all children, and if needed we will adapt it appropriately to suit their individual needs.

We use a variety of equipment to promote good practice:

- Visual images (posters, pictures, puzzles including other languages)
- Books that don't portray stereotype characters and situations
- Musical instruments and tapes from different cultures
- Home corner equipment (dolls, dressing up clothes).

We are committed to the inclusion and parents with special needs and welcome the opportunity to work and liaise with other professionals, such as Portage workers, paediatricians, therapists and health visitors, in order to meet children's specific and individual needs. We believe that communication with parents is important.

If it were brought to our attention that a child or member of staff was being unfairly treated then action would be taken with immediate effect to resolve the situation.

The following measures would be put into place:

- Talk to the child/staff member
- Discuss the situation with the parents/relevant staff members
- Outside agencies
- Strategies put in place to counteract the behaviour

If there were a re-occurrence then it would result in notice of exclusion or disciplinary action being taken.

Monitoring of the policy

The manager will review the policy annually and the Equal Opportunities Representative and any changes that need to be set in place will take place with immediate effect.