



English as an Additional Language & Equal Opportunities

Links to Legislation and Key Guidance:

- Children's Act 1989 & 2004
- Statutory Framework for the Early Years Foundation Stage DfE 2021
- Information Sharing, HM Government 2018
- Data Protection Act 2018
- Working Together to Safeguard Children DfE 2018
- Keeping Children Safe in Education DfE 2021
- The Equality Act 2010

Policy Statement

We believe that it is important to include and welcome all children and families, ensuring that they feel happy, safe and secure at all times.

Aim

- To ensure that each child is treated equally, but as an individual.
- To ensure that they feel safe, secure, settled and nurtured.
- To avoid any discrimination, promoting a positive, warm and friendly environment that all children and families feel equal.
- To ensure the child is reaching their full developmental potential.

Method

In order to achieve our aim, we would in the event of English being an additional language:

- Liaise with families, inviting them into the setting to gain as much information about their first language as possible.
- With the family develop a strategy to encourage the language within our setting.

- Learn key words, so as a group we may understand parts of the language, such as hello and goodbye.
- Liaise with other professionals, such as the language support team, health visitors and any other contacts.
- Include the language as often as possible within our curriculum, perhaps invite the family in to teach our children some of the key words.

Equal Opportunities

Busy Bees Nursery and Pre-School is committed to providing equality of opportunity for all children and families, and takes positive action to eliminate discrimination in all areas of their work.

We work in accordance with relevant legislation, taking particular notice of the equality act and the protected characteristics, including race, sex, age disability etc.

We aim to ensure that our nursery activities are available for all and that those who wish to work or volunteer within the setting all have an equal chance to do so.

The Curriculum

- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment offer our children opportunities to develop in an environment free from prejudice and discrimination.
- Girls and boys have full access to all kinds of activities and are equally encouraged to enjoy and learn from them.
- Opportunities will be given to allow the children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

- Our resources and activities will aim to give the children a balanced view of the world, and an appreciation for a rich diversity of our multi-cultural society.

- Materials will be selected to help children to develop their self-respect and to respect other people, avoiding stereotypes and derogatory pictures or messages about any groups of people.

Festivals

- Busy Bees aims to show respectful awareness of all major events in the lives of our children and families. We will therefore celebrate and acknowledge a variety of festivals.

Employment

- Busy Bees will always appoint the best person for each job, we will treat all applicants fairly and without prejudice.

Additional Needs

- Busy Bees recognises that all children have a wide range of needs, that differ from time to time and from one child to another. We will always consider what part we can play to meet the individual needs of all children and how to provide opportunities which will help each child to reach their full potential.

Food

- We work tirelessly in partnership with our parents and families to ensure that each child's individual medical, cultural and dietary needs are met.

Discriminatory behaviour/remarks

- Any such behaviour or remark is completely unacceptable in Busy Bees Nursery and Pre-School. Such comments must be reported to management and disciplinary procedures will be followed.

Language

- Information, written and spoken, will be communicated to the best of our ability in as many languages as possible.

- All available resources will be used to access relevant communication between staff, children and parents, for example, internet, local libraries, relevant literacy etc.

Designated Officer for Equal Opportunities

- Busy Bees Nursery and Pre-School Manager and Deputy Manager.