Little Monsters Day Nursery

Equality and Diversity Policy

1. Policy Statement

Little Monsters Day Nursery is committed to:

- Promoting equality of opportunity and valuing diversity.
- Ensuring all children, families, and staff are treated fairly and with respect.
- Providing an inclusive environment free from discrimination, harassment, or victimisation.

We aim to embed equality and diversity across all areas of nursery life, in line with the **EYFS framework** and relevant legislation.

2. Legal Framework

This policy is based on the following legislation:

- **Race Relations Act 1976 & Amendment 2000**
- **Sex Discrimination Act 1976 & 1986**
- **Children Act 1989 & 2004**
- **Special Educational Needs and Disability Act 2001**
- **Equality Act 2006**
- **Disability Discrimination Act 1995 & 2005**

3. Aims and Objectives

Our nursery aims to:

1. Provide a safe, welcoming, and supportive environment where children can thrive.
2. Promote an understanding of diversity, tolerance, and respect for all.
3. Ensure all families feel included and valued.
4. Challenge stereotypes and discriminatory behaviour.
5. Support children with additional needs, disabilities, or English as an additional language.
6. Ensure staff are trained in inclusive and anti-discriminatory practice.

4. Admissions

- Our setting is open to all children in the community, regardless of race, religion, gender, disability, social background, or family circumstances.
- Admissions decisions are made fairly, in line with our Equal Opportunities policy.
- We ensure families are aware of this policy when registering their children.
- Reasonable adjustments are made to accommodate children with disabilities.

5. Curriculum

Our curriculum supports equality and diversity by:

- Valuing each child's individuality and abilities.
- Providing equal access to learning opportunities and resources.
- Avoiding stereotypes in books, toys, and activities.
- Celebrating cultural, religious, and community events.
- Supporting children with special educational needs and disabilities (SEND).
- Supporting children learning English as an additional language while maintaining their home languages.
- Encouraging empathy, tolerance, and respect for others.

6. Staff Training

- All staff and volunteers receive training in anti-discriminatory practice and inclusion.
- Staff are regularly updated on legal requirements and best practice.
- Practice is reviewed annually to ensure full compliance with this policy.

7. Valuing Families

- All family lifestyles are welcomed and respected.
- Parents/carers are encouraged to participate in nursery activities and contribute to the curriculum.
- Communication is tailored to include families who speak languages other than English.
- Financial support options and flexible payment plans are offered as needed.

8. Food and Cultural Considerations

- Mealtimes accommodate medical, cultural, and dietary requirements.
- Children learn about diverse food traditions and practices.
- Respect for differences in mealtimes and cultural practices is encouraged.

9. Monitoring and Review

- The implementation of this policy is monitored regularly by the manager and staff.
- Reviews are conducted annually, or sooner if legislation changes.
- A complaints procedure is available for families, with records maintained.

- Policy effectiveness is reported during staff meetings and to the governing body/owners.

10. Responsibility

- **Manager:** Overall responsibility for policy implementation and monitoring.
- **All Staff:** Ensure inclusive practice in daily routines and curriculum delivery.
- **Parents/Carers:** Support nursery in promoting equality and diversity.

11. Policy Adoption

- **Adopted by:** Little Monsters Day Nursery
- **Date:**
- **Signed:** _____
- **Role:** Manager