# KIDDIES KORNER NURSERY

# Equal Opportunities Policy

**Reviewed: Autumn 2025**

**Next review date Autumn 2026**

## 1. POLICY STATEMENT

Kiddies Korner Nursery is committed to providing an inclusive, welcoming, and respectful environment for all children, families, staff, and visitors. We promote equality of opportunity and value diversity, ensuring that no one is treated less favourably because of a protected characteristic.

## 2. LEGAL FRAMEWORK

This policy is informed by the following UK legislation:

- Equality Act 2010
- Special Educational Needs and Disability (SEND) Code of Practice (2015)
- Children and Families Act 2014
- Childcare Act 2006
- Children Act 1989 & 2004
- Early Years Foundation Stage (EYFS) Frameworkk

These laws protect against discrimination and promote inclusion across all areas of our service.

## 3. PROTECTED CHARACTERISTICS

We will ensure that individuals are not discriminated against based on the following:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

## 4. POLICY OBJECTIVES

We aim to:

- Promote equality of opportunity in every aspect of nursery life.
- Prevent unlawful discrimination, harassment and victimisation.
- Foster good relationships and mutual respect among all individuals.
- Provide an inclusive environment for children with special educational needs or disabilities (SEND).

- Ensure fair and non-discriminatory recruitment, training, and promotion practices.

## 5. IMPLEMENTATION STRATEGIES

### 5.1 Admissions

- Open and inclusive admissions process for all eligible children.
- Reasonable adjustments made to support children with additional needs or disabilities.

### 5.2 Curriculum & Resources

- Culturally inclusive curriculum and resources that reflect a diverse society.
- Positive representation of different backgrounds, abilities, and identities in books, toys, and displays.

### 5.3 Employment Practices

- Fair and transparent recruitment and selection procedures.
- Equal access to training, promotion, and professional development.
- Commitment to addressing discriminatory behaviour among staff or management.

### 5.4 Behaviour and Language

- Zero tolerance for discriminatory language, behaviour, or bullying.
- Inclusive, respectful language used at all times.
- Educational support provided to children to promote respectful attitudes.

### 5.5 Parental Involvement

- Active encouragement of parental and community engagement.
- Communication tailored to the needs of diverse families, including alternative languages or formats where possible.

## 6. MONITORING & EVALUATION

The policy will be reviewed annually or when legislation changes. The Nursery Manager will be responsible for ensuring this policy is effectively implemented and monitored. Equality objectives may be set and reviewed as part of nursery improvement planning.

## 7. BREACHES OF POLICY

Any incidents of discrimination, harassment or breaches of this policy will be:

- Investigated promptly and thoroughly.

- Handled in accordance with nursery disciplinary procedures (for staff).
- Addressed sensitively with children or parents, with support and education.
- Referred to external authorities if required (e.g. Local Authority, Ofsted).

**8. ROLES & RESPONSIBILITIES**

Nursery Management: Ensure policy is followed, reviewed, and adequately resourced.

Staff: Promote inclusive practice and report any incidents or concerns.

Parents / Carers: Support the nursery's commitment to equality and inclusion.

**9. REVIEW AND SIGN-OFF**

Policy Version1.0

Date of Adoption ____01/09/2024_____

Date of Next Review ___15/09/2026_____

Approved By _____Charlott Walsh _____

Signature (Manager) _____C.Walsh _____