Equality and Diversity Policy

Statement of Intent

Our Commitment

Alcester Nursery studio Ltd is committed to promoting equality of opportunity and embedding anti-discriminatory practice across all areas of our provision. We are dedicated to safeguarding and promoting the welfare of all children, young people, and adults, and expect every individual working within our setting to uphold and reflect this commitment.

EYFS Links: Key Themes and Commitments

This policy supports the guiding principles of the *Early Years Foundation Stage (EYFS)*:

- **A Unique Child**
    - 1.2 Inclusive Practice
    - 1.3 Keeping Safe
- **Positive Relationships**
    - 2.3 Supporting Learning
    - 2.4 Key Person
- **Enabling Environments**
    - 3.2 Supporting Every Child
- **Learning and Development**
    - 4.4 Areas of Learning and Development

Our Aims

We aim to:

- Provide a secure, nurturing environment where all children can flourish, and every voice is heard and valued.
- Acknowledge and celebrate the contributions of all families to our understanding of equality and diversity.
- Continually improve our knowledge and understanding of inclusion, equality, and diversity.

- Embed inclusive practices across all aspects of nursery life.
- Promote positive, non-stereotypical representations of different ethnic groups, abilities, and family structures.

Legal Framework

This policy is informed by the following legislation:

- **The Equality Act 2010**
- **Children Acts 1989, 2004, 2006**
- **Special Educational Needs and Disability Act (SENDA) 2001**
- **SEND Code of Practice 2014**
- **Disability Discrimination Act (DDA) 1995, 2005**
- **Sex Discrimination Acts 1975, 1986, 1995**
- **Race Relations Amendment Act 2000**
- **Employment Act 2002**
- **Employment Equality (Age) Regulations 2003**
- **Safeguarding Vulnerable Groups Act 2006**
- **Human Rights Act 1998**

Roles and Responsibilities

- **Equality Coordinators**:
    - **Jess Sreeves**

They are responsible for monitoring and implementing our Equality and Diversity policies and procedures.

Inclusion and Access

- Our nursery is open and welcoming to all families, regardless of background, ability, or belief.
- We actively promote our services to reflect the diversity of the wider community.
- Clear, accessible communication is used across written and spoken formats.

- No child or family is refused admission on the grounds of disability, ethnicity, gender, religion, language, or socioeconomic status.
- We ensure all families are made aware of our equal opportunities policy.

Employment Practices

- All job roles are advertised fairly, with explicit selection criteria.
- We welcome applicants from all backgrounds and ensure equal access to employment opportunities.
- Job offers are made solely on merit, following reference checks and enhanced DBS clearance, in accordance with safeguarding laws.
- Every job description includes a clear commitment to equality and diversity.
- Our recruitment and selection procedures are regularly reviewed for fairness and inclusivity.

Staff Training and Development

- We actively seek training opportunities that support inclusive practice and equality.
- Staff complete regular training via **The National College** to stay current with legislation and good practice.
- All staff are trained in administering medication and performing medical or invasive care when necessary.
- All staff hold a certificate in **paediatric first aid.**
- Our policies and practices are regularly reviewed to ensure compliance and effectiveness.

Curriculum and Learning Environment

Our curriculum encourages:

- **Empathy**, respect, and understanding of differences.
- **Critical thinking** and the ability to challenge stereotypes.
- **Accessibility**, ensuring every child can fully engage with the curriculum.

We achieve this by:

- Valuing and celebrating each child's identity and background.
- Offering equal access to learning and resources.
- Making reasonable adjustments for physical, sensory, and learning needs.
- Differentiating activities to support children's individual learning styles and interests, including schema-based play.
- Choosing inclusive, non-stereotypical resources that reflect a broad range of communities.
- Celebrating a variety of cultural and religious festivals.
- Promoting mutual respect and addressing discriminatory behaviour.
- Supporting children with **Special Educational Needs and Disabilities (SEND)** and those learning **English as an Additional Language (EAL)**.

Valuing Diversity in Families

- We welcome all family structures and respect the unique values and beliefs each family brings.
- Children are encouraged to share aspects of their home lives and cultures.
- Parents and carers are actively encouraged to engage in nursery life and contribute their ideas and experiences.
- We provide support for families who speak languages other than English to ensure full participation and understanding.
- A flexible payment system is available to accommodate families with different financial circumstances.

Food and Cultural Inclusion

- We work in partnership with families to accommodate children's dietary, cultural, and medical needs.
- Snack and mealtime routines are inclusive and educational, helping children explore and respect food customs from various cultures.

Monitoring and Review

- Our Equality and Diversity Policy is reviewed **annually** or sooner in response to:

    - New legislation or government guidance
    - Ofsted updates
    - Internal or external feedback
- A **complaints procedure** is in place, with a summary available for parents.
- Feedback from parents, carers, and staff is welcomed and valued to help us refine and improve our approach.

Policy Status

Adopted by: Management and Directors

Reviewed by Jess Sreeves – Manager – 20th October 2026