



Equalities and Inclusion Policy

Monitoring and updating	
Date Policy was reviewed:	March 2025
Signed by: (printed name and signature)	Leah Collins
Date of next review:	March 2026



Aim

This policy demonstrates our commitment to eliminating discrimination and encouraging diversity within our workforce and services. We strive to make our service accessible to all parents who wish to use it. No child, individual*, or family will be unlawfully discriminated against on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We are dedicated to creating an environment that recognises and values individual differences and contributions, promoting dignity and respect for everyone.

*Includes staff members, volunteers and members of the Registered Person.

Recruitment and employment

We will recruit and employ individuals based on their skills, experience and knowledge. Ensuring that no applicant or employee faces discrimination of any kind (see appendix 3). We adhere to the protected characteristics defined by the Equality Act 2010 (see appendix 2), and we are committed to providing training, development and progression opportunities to all staff.

Information Accessibility

We strive to make information about our setting as accessible as possible for all users, potential users and interested parties. This may include but is not limited to: providing translations into relevant languages, large print or Braille.

Harassment

We have a zero-tolerance policy for harassment or abuse and will address any incidents promptly. This includes harassment by third parties and harassment directed at others, as defined by the Equalities Act 2010.

All incidents will be handled sensitively, supporting both the person who experiences harassment and the alleged perpetrator. We aim to guide the perpetrator in overcoming any prejudices and understanding the impact of their behaviour. Disciplinary measures will be enacted for perpetrators, including removal from the premises if necessary, until written assurance of compliant behaviour is received.

Parents with concerns regarding staff behaviour should follow our general complaints policy. For incidents involving children, we will follow our Behaviour Management Policy and Procedures. All incidents of harassment or abuse will be recorded as an incident on the appropriate log.



Inclusive Practice

We aim to create an inclusive environment with accessible play opportunities and activities for all children so that each child feels welcomed and valued. We will achieve this by:

- Recognising children's individual needs through observation, reflective practice and working in partnership with parents and other professionals.

- Providing appropriate support and making reasonable adjustments to meet each child's needs.

- Challenging inappropriate attitudes and practices.

Appendix 1: Equality Act 2010

The Equality Act 2010 consolidates all legal requirements on equality that the private, public, and voluntary sectors must follow. It encompasses employment and service delivery.

Appendix 2: The Protected Characteristics: key points

The Act protects individuals and groups from discrimination based on nine protected characteristics.

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Note on age: Age discrimination can be justified if it is a proportionate means of meeting a legitimate aim.



Appendix 3: Types of discrimination: Definitions

Direct discrimination: Less favorable treatment due to a protected characteristic.

Discrimination by association: Discrimination against someone because they associate with a person who has a protected characteristic.

Perception discrimination: Discrimination based on perceived characteristics, regardless of actual possession.

Indirect discrimination: Policies that disproportionately disadvantage individuals with protected characteristics unless justifiable.

Harassment: Unwanted conduct related to a protected characteristic that undermines dignity or creates an intimidating environment.

Third Party Harassment: Liability for harassment by non-employees if previous incidents have been noted and not adequately addressed.

Victimisation: Adverse treatment due to having made a complaint under the Equality Act.

Appendix 4: Further Information

- ACAS website – www.acas.org.uk
- The Equalities and Human Rights Commission – www.equalityhumanrights.com
- The Government Equalities Office – www.equalities.gov.uk
- Direct Gov – www.direct.gov.uk