

# **Smallville Nursery**

## **Equality, Diversity and Inclusion Policy April 2026**

***To be revised April 2027***

## Smallville Nursery Equality, Diversity and Inclusion Policy 2026

At Smallville Nursery, we are committed to providing a welcoming and inclusive environment where every child, family, and member of staff is valued and respected. We promote equality of opportunity and anti-discriminatory practice in all areas of our provision, ensuring that everyone is treated fairly and with dignity, regardless of age, gender, race, religion or belief, disability, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy, maternity, ethnic or national origin, or political belief.

### **Legal Framework**

This policy is underpinned by key legislation and statutory guidance including the *Equality Act 2010*, *the Children and Families Act 2014*, *the Special Educational Needs and Disabilities (SEND) Code of Practice 2015*, *the Childcare Act 2006*, *the Children Act 2004*, *the Care Standards Act 2002*, and the *Special Educational Needs and Disability Act 2001*. Together, these establish our duties to promote equality, eliminate discrimination, and advance inclusion across all aspects of early years provision.

### **Aims**

- To ensure equality of access to our nursery and its services for all children and families.
- To eliminate discrimination, harassment, and victimisation.
- To celebrate diversity and promote positive attitudes towards differences.
- To make reasonable adjustments to support children and staff with additional needs.
- To embed inclusion across all areas of nursery practice.

### **Implementation**

All staff share responsibility for implementing and promoting inclusion and equality. A commitment to this policy forms part of each employee's role. Any concerns that the policy is not being upheld must be reported to the Nursery Manager or Deputy, who will investigate and take appropriate action in line with the disciplinary policy.

### **Admissions**

Our nursery is accessible to all children and families within the community. Admission decisions are made fairly, based on the nursery's capacity to meet individual needs, without discrimination or bias.

### **Language and Communication**

We celebrate linguistic diversity and welcome the use of home languages within the nursery. Staff work closely with families to support children who have English as an additional language, ensuring their communication and learning needs are met.

### **Partnership with Parents and the Community**

We work in partnership with parents, carers, and the wider community to foster understanding and respect for diversity. Families are encouraged to participate in all aspects of nursery life, and information is provided in accessible formats to ensure inclusion for all.

### **Recruitment and Employment**

We recruit, select, train, and promote staff based on merit and occupational requirements. No applicant or employee will receive less favourable treatment due to any protected characteristic. Recruitment procedures follow the principles of *the Equality Act 2010* and guidance from the Department for Education to ensure fair, inclusive, and non-discriminatory practices.

### **Training and Development**

All staff receive induction and ongoing training on inclusion, equality, and diversity to ensure they understand their responsibilities and are confident in challenging discriminatory behaviour or practices.

### **Early Learning and Curriculum**

Our curriculum promotes inclusion and equality by valuing each child's individuality, providing equal access to learning opportunities, using diverse and non-stereotypical resources, and celebrating a range of cultures, beliefs, and festivals. We support all children to develop empathy, respect, and critical thinking, ensuring those with SEND or English as an additional language are fully included.

### **Behaviour and Conduct**

We expect high standards of behaviour from all members of our nursery community. Discriminatory behaviour, language, or attitudes will not be tolerated and will be addressed in accordance with our Behaviour Management and Dealing with Discriminatory Behaviour policies. Cultural backgrounds are considered sensitively when addressing behaviour.

### **Monitoring and Review**

This policy will be regularly reviewed to ensure its effectiveness and compliance with current legislation. Feedback from staff, parents, and children will inform updates to ensure best practice in promoting equality, inclusion, and diversity.