Equality and Diversity Policy

Statement of Intent

We take care to ensure that each individual is treated as a person in their own right, whether they are an adult or a child. It is essential to make sure that no-one is disadvantaged or discriminated against for any reason. We are committed to creating an environment in which individual differences and everyone's contributions are recognised and valued and we believe in promoting dignity and respect to all.

Inclusive Practice

We aim to provide an environment that is inclusive and accessible for all and for all to feel welcomed and valued. We will do this by:

- Obtaining information ahead of sessions such as special educational needs, disabilities, or medical conditions, to ensure we can prepare appropriate support for individuals
- Recognising children's individual needs through observation, reflective practice and working in partnership with parents and other professionals.
- Providing positive resources and activities that reflect different cultures, races, abilities, sexual orientation, gender, families to create a non stereotypical view of our community as part of day to day practice.
- Providing ongoing support and making reasonable adjustments to meet each child's needs. Welcoming parents or carers to provide 1:1 support for children if appropriate.
- Challenging inappropriate attitudes and practices.
- Through reflective practice and self evaluation we will monitor the effectiveness of our equality policy

We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We commit to:

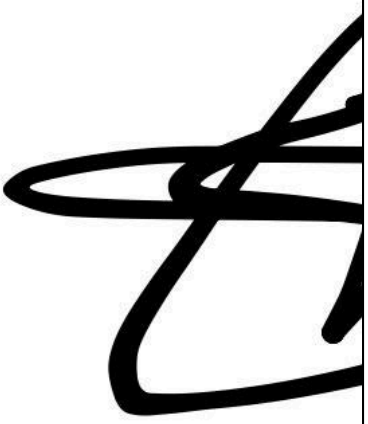
- encourage equality and diversity in the workplace.

- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all individuals are recognised and valued.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by children, families, fellow employees, visitors, the public and any others

All adults are expected to cooperate with the implementation, monitoring and improvement of this policy. In doing so, adults will be expected to:

- Challenge language, actions, behaviour and attitudes that are negative, oppressive or discriminatory
- Support the children and learn together about different parts of our community.
- Create an environment of mutual respect and acceptance, making everyone in the community feels valued. In doing this, adults should be aware that others may not have the same opinions as themselves and that is what makes us a diverse community.

Staff Member Print Name	Staff Member Signature	First Read Date
Sian Dimond		04/08/26
KATE BOWMAN-OPENSHAW		13/09/25
Georgina Hardy		02/10/23
Gemma Gear		19/3/24
Anna Cox		14/09/25