

2.5 Equal Opportunities for Staff Policy

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Table of Contents

1. Statement of Intent.....	2
2. Scope of the Policy.....	2
3. Principles of Equality and Inclusion.....	2
4. Recruitment and Selection.....	3
5. Employment, Training, and Development.....	3
6. Pay and Working Conditions.....	4
7. Inclusive Working Environment.....	4
8. Special Considerations and Reasonable Adjustments.....	4
9. Addressing Discrimination, Harassment, and Victimisation.....	5
10. Roles and Responsibilities.....	5
11. Links to EYFS and Ofsted.....	6
12. Monitoring and Review.....	6

2.5 Equal Opportunities for Staff Policy

1. Statement of Intent

At Miss B's Nursery, we are fully committed to promoting equality of opportunity for all staff, applicants, and volunteers. We believe that a diverse, inclusive, and fairly treated workforce is essential to delivering high-quality early years education and care.

This policy is underpinned by the **Equality Act 2010**, the **Early Years Foundation Stage (EYFS)**, and the principles of the **Universal Declaration of Human Rights (UDHR)**. We recognise that equality in the workplace is a fundamental human right and that all individuals are entitled to dignity, respect, and fair treatment.

We are committed to ensuring that no individual is treated less favourably on the basis of protected characteristics and that all staff are supported to thrive in a professional, inclusive environment.

2. Scope of the Policy

This policy applies to all employees, job applicants, volunteers, and students on placement. It covers every stage of employment, including recruitment, induction, training, promotion, pay, working conditions, and termination.

Our approach reflects:

- **Article 1 (UDHR)** – All human beings are born free and equal in dignity and rights
- **Article 2 (UDHR)** – Rights apply without discrimination

3. Principles of Equality and Inclusion

At Miss B's Nursery, equality of opportunity means recognising and responding to individual differences to ensure fairness in outcomes, not just fairness in treatment.

2: Suitable People

We are committed to maintaining a working environment that is free from discrimination, harassment, and victimisation. All staff have the right to be treated with dignity and respect and to work in an environment that values diversity.

This reflects:

- **Article 1 (UDHR)** – Equality and dignity
- **Article 23 (UDHR)** – The right to work in fair and favourable conditions
- **Article 7 (UDHR)** – Equality before the law

We actively challenge bias and discriminatory behaviour and promote a culture of openness, where staff feel safe to raise concerns.

4. Recruitment and Selection

We are committed to fair, transparent, and inclusive recruitment practices. All employment decisions will be based on merit, skills, and experience.

We will ensure that recruitment processes are accessible and inclusive, including making reasonable adjustments where required. No applicant will be disadvantaged by discriminatory practices or criteria.

This supports:

- **Article 21 (UDHR)** – Equal access to opportunities
 - **Article 23 (UDHR)** – Equal opportunity in employment
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5. Employment, Training, and Development

All staff will have equal access to training, development, and progression opportunities. We are committed to supporting staff in achieving their full professional potential.

We will provide:

- Fair access to professional development
- Regular supervision and appraisal

2: Suitable People

- Opportunities for career progression

This reflects:

- **Article 23 (UDHR)** – The right to work and to just and favourable conditions
- **Article 26 (UDHR)** – The right to education and development

We will take steps to remove barriers that may prevent staff from accessing opportunities.

6. Pay and Working Conditions

We are committed to ensuring that all staff receive fair pay and equitable working conditions.

We will ensure:

- Equal pay for work of equal value
- Transparent pay structures
- Fair allocation of duties and responsibilities
- Consideration of flexible working arrangements

This supports:

- **Article 23 (UDHR)** – The right to equal pay for equal work
 - **Article 24 (UDHR)** – The right to rest and leisure
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7. Inclusive Working Environment

We aim to create a workplace where all staff feel safe, respected, and valued.

We will promote:

- Respectful communication
- Recognition of diversity

2: Suitable People

- Zero tolerance for bullying, harassment, or discrimination

All staff are expected to model inclusive behaviour, reflecting the values of the EYFS and promoting positive role modelling for children.

This reflects:

- **Article 1 (UDHR)** – Dignity and respect
 - **Article 5 (UDHR)** – Freedom from degrading treatment
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8. Special Considerations and Reasonable Adjustments

We recognise that some staff may require additional support to ensure equality of opportunity.

We will:

- Make reasonable adjustments for staff with disabilities
- Support staff during pregnancy, maternity, or family leave
- Consider flexible working requests fairly

This supports:

- **Article 25 (UDHR)** – The right to well-being and security
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9. Addressing Discrimination, Harassment, and Victimisation

Any form of discrimination, harassment, or victimisation will not be tolerated and will be treated as a serious matter.

We are committed to:

- Providing clear reporting procedures
- Investigating concerns promptly and fairly

- Protecting individuals from victimisation

This reflects:

- **Article 8 (UDHR)** – The right to an effective remedy
 - **Article 7 (UDHR)** – Equal protection under the law
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10. Roles and Responsibilities

The Nursery Manager has overall responsibility for implementing this policy and ensuring compliance with legal and ethical standards.

All staff are responsible for:

- Upholding equality and inclusion
- Treating colleagues fairly and respectfully
- Challenging discrimination

This reflects:

- **Article 29 (UDHR)** – Responsibility to the community
-

11. Links to EYFS and Ofsted

This policy supports:

- **EYFS Safeguarding and Welfare Requirements** – ensuring fair and supportive employment practices
- **EYFS Principles** – promoting a culture where every practitioner is valued
- **Ofsted Leadership and Management** – demonstrating an inclusive and equitable workplace
- **Ofsted Personal Development** – ensuring staff model inclusive values

A supported and fairly treated workforce directly contributes to better outcomes for children.

12. Monitoring and Review

We will monitor and review our practices to ensure continued compliance with equality legislation and human rights principles.

This will include reviewing:

- Recruitment and promotion data
- Staff feedback
- Incidents of discrimination

The policy will be reviewed annually or sooner if required.
