

4.1 Valuing diversity and promoting equality Policy

Reviewed: June 2026

Next Review Date: September 2027

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4.1 Valuing diversity and promoting equality Policy

Policy Statement

Miss B's Nursery recognises that children and their families come from many different backgrounds and experiences. Each family may have its own traditions, beliefs, cultural practices, languages and ways of life. Children may live in a wide range of family structures, including families with one or two parents, parents of the same or different gender, extended family members such as grandparents, aunts or uncles, or with foster carers or other guardians.

Some families may face barriers such as social exclusion, financial hardship, discrimination or prejudice because of factors including ethnicity, disability, language, religion, gender, sexual orientation or family circumstances. Miss B's Nursery understands that these challenges can affect children's wellbeing and opportunities, and we are committed to ensuring that every child is treated fairly and supported to reach their full potential.

The nursery actively promotes equality of opportunity and values diversity within the setting and wider community. Our aim is to create an inclusive environment where all children and families feel respected, safe and welcome.

This policy reflects the principles of the **Equality Act 2010** and supports children's rights under the **United Nations Convention on the Rights of the Child (UNCRC)**, including:

- **Article 2** – All children have the right to be protected from discrimination.
- **Article 3** – The best interests of the child must be a primary consideration.
- **Article 12** – Children have the right to express their views and be listened to.
- **Article 29** – Education should promote respect for diversity and cultural understanding.

Miss B's Nursery is committed to anti-discriminatory practice and seeks to:

- promote equality and celebrate diversity within the nursery and local community.

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- include all families and recognise their important contributions.
- foster an environment where dignity, respect and understanding are encouraged.
- provide a safe, welcoming and accessible setting where every child feels valued.
- continue developing staff knowledge and awareness of inclusive practice.
- Challenge and address discrimination related to protected characteristics identified within the **Equality Act 2010**, including:
 - age
 - gender
 - gender reassignment
 - marital or civil partnership status
 - pregnancy and maternity
 - race
 - disability
 - sexual orientation
 - religion or belief

Where appropriate, Miss B's Nursery will take positive steps to support individuals or groups who may face disadvantage or who require additional support to participate fully in nursery life.

4.1.1 Admissions and Access to the Nursery

Miss B's Nursery welcomes all members of the community and strives to ensure that the setting is accessible and inclusive.

The nursery ensures that:

- Children and families are **not discriminated against** in relation to access to the nursery or its services.
- Information about the nursery is shared widely within the community.
- Information is provided in clear, accessible language and, where possible, translated or interpreted for families who speak a language other than English.
- Promotional materials reflect the **diversity of the community and wider society**.

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- Information about support for **children with special educational needs and disabilities (SEND)** is available.
- Nursery policies, including this equality and diversity policy, are accessible to parents and carers.
- Reasonable adjustments are made where possible to ensure that children with disabilities or mobility needs can access the nursery environment and activities.

Miss B's Nursery does not tolerate discriminatory behaviour. If discriminatory or offensive language, behaviour or materials are displayed within or near the nursery premises, staff will address the situation promptly and respectfully. Individuals may be asked to stop such behaviour and to follow the nursery's policies. Continued failure to comply may result in individuals being asked to leave the premises.

Discrimination may take various forms, including:

- **direct discrimination** – treating someone less favourably because of a protected characteristic.
 - **indirect discrimination** – applying policies or practices that disadvantage groups.
 - **discrimination arising from disability** – treating someone unfairly because of issues related to their disability.
 - **association** – discrimination because of someone's relationship with a person who has a protected characteristic.
 - **perception** – discrimination based on assumptions about a person's characteristics.
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4.1.2 Employment and Student Placements

Miss B's Nursery welcomes employment applications and student placements from individuals of all backgrounds.

Selection for employment or placements is based solely on a candidate's ability to meet the requirements of providing safe and effective early years education and care.

The nursery ensures that:

- Recruitment processes are fair and transparent.

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- References and suitability checks are completed for successful applicants.
 - Job descriptions include a clear expectation that staff promote equality, inclusion and respect for diversity.
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4.1.3 Staff Training and Professional Development

Staff training plays an important role in promoting equality and inclusive practice within the nursery.

Miss B's Nursery supports staff to develop their understanding of anti-discriminatory practice through:

- training sessions held during staff development days.
- professional development opportunities related to equality, inclusion and safeguarding.
- access to relevant online training courses and professional resources.

Staff training also includes **Paediatric First Aid**, ensuring that staff are confident in providing medical care or administering medication when required.

The nursery regularly reviews its practices to ensure that the principles of equality and diversity are fully embedded in daily routines and activities.

4.1.4 Curriculum and Learning Environment

The curriculum at Miss B's Nursery supports children in developing positive attitudes toward themselves and others.

The learning environment encourages:

- confidence and self-esteem.
- empathy and understanding.
- critical thinking and respect for differences.

To promote inclusivity, the nursery:

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- fosters an environment based on mutual respect and tolerance.
- models positive behaviour and addresses discriminatory language or actions.
- provides resources and materials that represent a wide range of cultures and communities.
- avoids stereotypical or negative portrayals in books, displays or learning materials.
- acknowledges festivals and celebrations that are relevant to children and families attending the nursery.
- supports children who speak **English as an additional language (EAL)** so they can fully participate in learning.
- supports children with **disabilities or special educational needs** to access all activities.
- encourages the development and maintenance of children's **home languages**.

The nursery environment and curriculum are adapted where necessary to ensure accessibility for all children and families.

4.1.5 Respecting and Valuing Families

Miss B's Nursery recognises that families come in many forms and that all families play an important role in supporting children's development.

The nursery values diversity in family life by:

- encouraging children to share experiences from their home life.
- inviting parents, carers and family members to participate in nursery activities.
- encouraging fathers and other carers to be involved in the nursery community.
- supporting families who speak a language other than English, including arranging translation services where possible.
- offering flexible payment arrangements where families are experiencing financial difficulty and providing information about available support.

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- encouraging participation from groups who may be underrepresented or disadvantaged.
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4.1.6 Food and Cultural or Medical Dietary Needs

Miss B's Nursery works closely with parents and carers to ensure that children's dietary needs are respected.

Where possible, the nursery supports dietary requirements related to:

- medical conditions or allergies.
- religious practices.
- cultural preferences.

Children are also encouraged to explore and learn about different foods and cultural traditions surrounding mealtimes, helping them develop respect for diversity.

Through these approaches, Miss B's Nursery aims to create a welcoming and inclusive environment where all children and families feel respected, valued and supported.
