

TinyTots Day Nursery

Equal Opportunities Policy

Policy Statement

At TinyTots Day Nursery, we are committed to promoting equality, diversity, and inclusion in all aspects of our provision. We believe every child has the right to access high-quality early education and care in an environment where they feel safe, respected, valued, and included.

We are dedicated to ensuring that all children, families, staff, students, and visitors are treated fairly and with dignity regardless of:

Age

Disability

Gender or gender reassignment

Race, ethnicity, nationality or culture

Religion or belief

Sex

Sexual orientation

Pregnancy or maternity

Marriage or civil partnership

Socio-economic background

Family structure

Language spoken

Additional needs or learning differences

This policy reflects the principles of the Equality Act 2010 and supports the Statutory Framework for the Early Years Foundation Stage (EYFS), Department for Education guidance, and Ofsted's expectations that providers actively promote equality, inclusion, and British Values.

Aims

TinyTots Day Nursery aims to:

Promote equality of opportunity for every child.

Eliminate discrimination, harassment and victimisation.

Foster positive attitudes towards diversity.

Help children develop respect for themselves and others.

Ensure every child can achieve their full potential.

Provide inclusive learning opportunities tailored to individual needs.

Work in partnership with parents and outside professionals.

Challenge stereotypes and discriminatory attitudes.

Create an environment where everyone feels welcomed and valued.

Legal Framework

This policy has regard to:

Equality Act 2010

Children Act 1989 and 2004

Special Educational Needs and Disability (SEND) Code of Practice

Statutory Framework for the Early Years Foundation Stage (EYFS)

Keeping Children Safe in Education (where applicable)

Working Together to Safeguard Children

Human Rights Act 1998

United Nations Convention on the Rights of the Child (UNCRC)

Our Commitment

We will:

Welcome every child and family.

Make reasonable adjustments for children with disabilities.

Value each child's background, culture, language and beliefs.

Ensure resources reflect diversity positively.

Provide equal access to learning experiences.

Challenge discriminatory behaviour immediately.

Promote positive relationships.

Encourage children to respect differences.

Ensure admissions are fair and non-discriminatory.

Maintain confidentiality while respecting individual needs.

Inclusion

We recognise that every child develops at their own pace.

Staff will:

Observe children's individual learning styles.

Adapt activities to meet differing abilities.

Support children with SEND.

Liaise with outside agencies where appropriate.

Work closely with parents to develop personalised support.

Ensure no child is disadvantaged due to additional needs.

Curriculum

Children will experience activities that:

Celebrate different cultures.

Promote positive images of disability.

Explore different family structures.

Celebrate festivals from around the world.

Promote kindness, respect and empathy.

Encourage children to challenge unfairness appropriately.

Books, toys, displays and resources will reflect diversity positively and avoid stereotypes.

Working with Families

We recognise parents as children's first educators.

We will:

Build respectful partnerships.

Value parents' knowledge of their children.

Respect family beliefs and traditions.

Provide information in accessible ways where possible.

Seek parents' views when reviewing nursery practice.

Staff Responsibilities

All staff are responsible for:

Treating everyone fairly.

Modelling respectful behaviour.

Challenging discriminatory language.

Maintaining confidentiality.

Supporting inclusion.

Attending equality and safeguarding training.

Following nursery policies.

Failure to uphold equality principles may result in disciplinary action.

Recruitment

TinyTots Day Nursery is an equal opportunities employer.

Recruitment decisions are based solely on:

Skills

Qualifications

Experience

Suitability to work with children

Applicants will not be discriminated against under the Equality Act 2010.

All appointments are subject to:

Enhanced DBS checks

Suitable references

Identity verification

Right to work checks

Health declaration where appropriate

Children with Additional Needs

Children with SEND will receive appropriate support through:

Individual planning

Observation and assessment

Partnership with parents

Early identification

Referral to external professionals where necessary

Reasonable adjustments

The nursery's SEND procedures support inclusive practice for every child.

British Values

TinyTots Day Nursery actively promotes:

Democracy

Rule of law

Individual liberty

Mutual respect

Tolerance of different faiths and beliefs

These values are embedded through everyday play, routines and positive relationships.

Safeguarding

Equality and safeguarding are closely linked.

No child will ever be disadvantaged because of their:

Race

Disability

Religion

Family circumstances

Gender

Identity

Language

Culture

Any concerns regarding discrimination, prejudice or hate incidents will be recorded and managed appropriately under safeguarding procedures.

Roles and Responsibilities

Nursery Manager

Gina Kalis is responsible for:

Ensuring this policy is implemented.

Promoting an inclusive culture.

Supporting staff training.

Monitoring equality across the nursery.

Reviewing policies regularly.

Ensuring compliance with EYFS, DfE and Ofsted requirements.

Deputy Manager and Designated Safeguarding Lead (DSL)

Zara Domachowski is the Deputy Manager and Designated Safeguarding Lead (DSL).

She is responsible for:

Supporting the implementation of this policy.

Ensuring safeguarding practices promote equality and inclusion.

Monitoring vulnerable children's access to learning.

Supporting staff where discrimination concerns arise.

Liaising with external agencies where appropriate.

Promoting the welfare of every child.

Monitoring

The nursery will monitor equality through:

Observations

Planning

Assessments

Admissions

Complaints

Staff recruitment

Parent feedback

Training records

Ofsted recommendations

Any incidents of discrimination will be investigated promptly and appropriate action taken.

Policy Review

This policy will be reviewed:

Annually

Following legislative changes

Following Ofsted inspection recommendations

Following any significant incident affecting equality or inclusion

Policy Owner: Gina Kalis – Nursery Manager

Deputy Manager & Designated Safeguarding Lead (DSL): Zara Domachowski

Applies to: All staff, volunteers, students, children, parents and visitors

Review Frequency: Annually

Next Review Date: July 2027