Docusign Envelope ID: 55E5D1FA-AF47-42B7-97D8-FECD8DE669F9

St Augustine's Nursery

Equal Opportunities

Our Commitment

We are committed to making sure that every child and family feels welcome, valued and respected in our setting. We believe that all children deserve the same opportunities to learn, play and thrive, regardless of their background or circumstances.

Families come in many different forms. Children may live with one parent, two parents, same-sex parents, grandparents, relatives or foster carers. Families may differ in culture, language, religion, beliefs, income, abilities or health. Some children or parents may have disabilities or additional needs. Some families may experience discrimination or hardship. We understand that these differences can affect children's wellbeing and learning and we work hard to remove barriers so that all children can take part fully in our setting.

The Law

We follow the **Equality Act 2010** which protects people from unfair treatment. This law says that no one should be treated less favourably because of certain characteristics, including:

- disability
- race or ethnicity
- religion or belief
- sex
- gender reassignment
- sexual orientation
- pregnancy or maternity
- age
- marriage or civil partnership.

Docusign Envelope ID: 55E5D1FA-AF47-42B7-97D8-FECD8DE669F9

Who Is Responsible

The person responsible for equal opportunities in our setting is **Veronique Morceau**.
All staff and volunteers share responsibility for making sure this policy is followed.

What We Aim to Do

We will:

• Provide a safe, inclusive and accessible environment where all children can thrive.

• Identify and remove barriers to participation, making **reasonable adjustments** where necessary for disabled children, parents, staff and visitors.

• Celebrate diversity in all its forms.

• Ensure that discriminatory language, behaviours or materials are not tolerated.

• Promote positive attitudes to diversity, inclusion and respect for all protected characteristics.

We will challenge and address any discriminatory behaviour, including:

• **Direct discrimination** — treating someone less favourably because of a protected characteristic.

• **Indirect discrimination** — when a policy puts a child or family at a disadvantage.

• **Discrimination by association** — against someone linked to a person with a protected characteristic.

• **Perception discrimination** — based on assumptions about a person.

All such behaviours will be addressed promptly and fairly.

Admissions

- Our setting is open to all families in the community
- Children are not refused a place because of disability or any other protected characteristic
- We make reasonable adjustments to support children with additional needs wherever possible
- Our admissions process is fair and transparent
- Parents are made aware of our Equal Opportunities Policy

Docusign Envelope ID: 55E5D1FA-AF47-42B7-97D8-FECD8DE669F9

Supporting Children with Disabilities or Additional Needs

- We aim to make our setting as accessible as possible
- We make reasonable changes to the environment, activities and routines to support children and adults with disabilities
- We work closely with parents and other professionals to meet children's needs

Our Environment and Learning

We make sure that:

- All children can access learning and play
- Books, toys and resources reflect a wide range of cultures, families and abilities
- Stereotypes and negative images are avoided
- Children are taught that differences are normal and positive
- Children learn that unkind or discriminatory behaviour is hurtful and not acceptable
- Children with special educational needs or disabilities are fully included
- Children who speak English as an additional language are supported and encouraged to value their home language

Working with Families

- We welcome all families and value their experiences
- We encourage parents, carers and extended family members to be involved in the setting
- We support families who speak languages other than English to take part fully
- We take steps to reach families who may feel excluded or under-represented

Food and Cultural Needs

- We work with parents to meet children's dietary needs linked to health, culture or religion
- We help children learn about different foods and cultural traditions in a respectful way

Docusign Envelope ID: 55E5D1FA-AF47-42B7-97D8-FECD8DE669F9

Meetings and Communication

- Meetings are arranged so that parents and carers can attend where possible
- We encourage both parents and carers to be involved, even if they live separately
- Information is shared clearly, verbally and in writing and translations are provided where possible

Staff and Training

- Staff are recruited fairly and based on skills and experience
- Staff receive training on equality, inclusion and anti-discriminatory practice
- All staff are expected to promote respect, fairness and inclusion

Concerns, Complaints and Policy Review

- We review this policy every year to make sure it is up to date and effective
- Parents can raise concerns or make complaints using our complaints procedure
- Any concerns about discrimination will be taken seriously and handled fairly

Legal framework

The Equality Act 2010

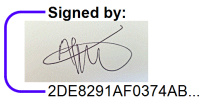
Equality Act 2010: guidance - GOV.UK (www.gov.uk)

Children Act 1989, 2004

Children Act Updated 2004.pdf

Special Educational Needs and Disability Act 2001

Special-educational-needs-and-disability-act-2001.pdf

This policy was adopted at a meeting of	**St. Augustine's Nursery**
Held on (date)	27/01/26
Signed on behalf of the Management Committee/Proprietor	Signed by:  2DE8291AF0374AB...
Role of signatory (e.g. chairperson etc.)	Acting Chair - Abbie White