



Little Garden Gate Nursery

grow • learn • thrive

Equal Opportunities & Inclusion Policy

Little Garden Gate Nursery is committed to equality, diversity, and inclusion for all children, families, and staff. This policy sets out our approach to promoting equal opportunities and full inclusion across every aspect of our provision, celebrating diversity and eliminating all forms of discrimination, in line with the Equality Act 2010 and the EYFS (2024).

1. Policy Statement

Little Garden Gate Nursery believes that every child and family has the right to be treated with dignity, fairness, and respect, regardless of their background, identity, or circumstances. We are committed to providing a genuinely inclusive environment where every child belongs, every voice is heard, and every child has an equal opportunity to learn, grow, and thrive. We celebrate diversity as one of our greatest strengths.

We will not tolerate discrimination, harassment, or victimisation in any form, whether directed at children, families, staff, or visitors to the setting. This policy applies to all aspects of our work, including admissions, curriculum planning, staffing, and partnerships with families.

2. Legal Framework

This policy is written in compliance with:

- The Equality Act 2010
- The Early Years Foundation Stage (EYFS) Statutory Framework (2024)
- The Children Act 1989 and 2004
- The Special Educational Needs and Disability (SEND) Code of Practice (2015)
- The Human Rights Act 1998
- The United Nations Convention on the Rights of the Child (UNCRC)
- The Race Relations (Amendment) Act 2000
- The Public Sector Equality Duty (Equality Act 2010, Section 149)

3. Protected Characteristics

Under the Equality Act 2010, Little Garden Gate Nursery will not discriminate against any person on the basis of the following protected characteristics:

The Nine Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are equally committed to ensuring that no child or family is disadvantaged on the basis of socioeconomic background, family structure, home language, or any other factor not listed above.

4. Our Commitments — Children, Families & Inclusion

In relation to children and families, Little Garden Gate Nursery commits to:

- Welcoming all children and families into our setting without prejudice or discrimination.
- Providing every child with equal access to all activities, resources, and learning opportunities.
- Planning a curriculum that reflects the diversity of our community and the wider world.
- Ensuring that resources, books, images, and displays represent a wide range of cultures, family structures, abilities, and identities in a positive way.
- Celebrating cultural, religious, and community events and traditions from a variety of backgrounds.
- Providing or sourcing translation and interpretation support for families whose first language is not English.
- Making reasonable adjustments to ensure that children with disabilities or SEND can fully participate in all activities.
- Never making assumptions about a child's needs, abilities, or aspirations based on their background or identity.
- Responding promptly and appropriately to any incident of discriminatory behaviour, prejudice, or bullying involving children.

5. Our Commitments — Staffing and Employment

Little Garden Gate Nursery is an equal opportunities employer. In relation to staffing, we commit to:

- Recruiting, selecting, and promoting staff solely on the basis of their skills, experience, and suitability for the role.
- Ensuring that all job advertisements, application processes, and interviews are free from bias and accessible to all.
- Providing equal access to training, development, and progression opportunities for all members of staff.
- Creating a working environment in which all staff are treated with dignity and respect.
- Taking all complaints of discrimination, harassment, or victimisation seriously and acting promptly.
- Making reasonable adjustments for staff with disabilities or health conditions.
- Monitoring the diversity of our workforce and taking positive action to address underrepresentation where appropriate.
- Ensuring that no member of staff faces less favourable treatment because of a protected characteristic.

6. Inclusion, Belonging & Reasonable Adjustments

We are committed to full inclusion and creating a genuine sense of belonging for every child. Inclusion at Little Garden Gate Nursery means actively removing barriers to participation, not simply tolerating difference. We will always seek to make reasonable adjustments to ensure that all children can participate fully in nursery life. This includes:

- Adapting the physical environment where possible to improve accessibility.
- Providing additional support, resources, or equipment to meet individual needs.
- Adapting activities and routines to accommodate different abilities, learning styles, and communication needs.

- Working closely with parents, carers, health visitors, and specialist professionals to develop appropriate support plans.
- Ensuring that children are never excluded from activities, trips, or routines without reasonable justification and a documented alternative.
- Actively seeking the views of children and families on how well the setting meets their inclusion needs, and acting on that feedback.

| 7. Tackling Discrimination and Prejudice

Little Garden Gate Nursery takes all incidents of discrimination, prejudice-based language, or bias seriously, whether involving children, staff, families, or visitors. Our approach is:

- All incidents will be addressed immediately, calmly, and age-appropriately.
- Staff will never ignore, minimise, or dismiss discriminatory comments or behaviour.
- Children will be supported to understand why certain words or behaviours are hurtful, using language and approaches appropriate to their age and stage.
- All incidents will be recorded and monitored. Repeated or serious incidents will be escalated to the Nursery Manager.
- Where discriminatory behaviour involves a member of staff, the matter will be dealt with through the nursery's disciplinary procedure.
- Parents and carers will be informed where their child is involved in a discrimination-related incident, either as the person affected or as the person whose behaviour caused concern.

| 8. Inclusive Curriculum & Learning Environment

An inclusive curriculum is one that reflects every child in the room and the wider world beyond it. We actively promote equality, diversity, and inclusion through everything we do:

- Books, toys, puzzles, and resources reflect diverse cultures, abilities, family structures, and identities.
- Displays celebrate children's individual backgrounds and the wider diversity of the world.
- Festivals, celebrations, and cultural events from a range of traditions are acknowledged and explored in an authentic and respectful way.
- Children are encouraged to ask questions about difference and similarity in a safe, supported environment.
- Staff use inclusive language at all times and challenge stereotypes wherever they arise.
- The perspectives, languages, and experiences of all children and families are valued and reflected in nursery life.

| 9. Special Educational Needs and Disability (SEND)

Little Garden Gate Nursery is fully inclusive and committed to supporting children with SEND to participate equally in all aspects of nursery life. We will:

- Work closely with parents, carers, and specialist professionals to identify and meet each child's needs.
- Make all reasonable adjustments to ensure full participation and equal access.
- Ensure our SENCO is appropriately trained and supported to fulfil their role.
- Develop and review individual support plans in partnership with families and external agencies.
- Never disadvantage a child because of a disability, developmental difference, or additional need.

| 10. Monitoring and Review

- The Nursery Manager is responsible for monitoring the implementation of this policy and ensuring it is reviewed annually.
- Any incidents of discrimination will be recorded and the records reviewed regularly to identify patterns or trends.
- Staff will receive regular training on equality, diversity, and inclusion as part of their continuing professional development.
- Feedback from parents, carers, and staff will be used to inform the review of this policy.
- This policy will be made available to all staff, parents, and carers on request and will be displayed or signposted in the nursery.

| 11. Complaints

Any person who believes they have been treated unfairly or discriminated against in connection with this policy is encouraged to raise the matter using the nursery's Complaints Policy & Procedure. All complaints will be handled promptly, confidentially, and without detriment to the complainant.

Serious concerns relating to discrimination may also be reported to the Equality and Human Rights Commission (EHRC): www.equalityhumanrights.com

12. Linked Policies

- Safeguarding and Child Protection Policy
- SEND Policy
- Behaviour Management Policy
- Complaints Policy & Procedure
- Whistleblowing Policy
- Staff Code of Conduct
- Recruitment and Selection Policy
- Data Protection & GDPR Policy

Policy Details	
Policy Title	Equal Opportunities & Inclusion Policy
Applies to	All children, families, staff, volunteers, and management
Approved by	Nursery Management Team
Review Date	June 01, 2026
Next Review Due	June 01, 2027
Version	1.0
Signature (Manager)	_____
Date	_____