

**Equality and Diversity Policy**

In compliance with legislation, including the Equality Act 2010, the Children and Families Act 2014, and the SEND Code of Practice: 0 to 25 years, we are committed to providing every child in our care the opportunity to reach their full potential, irrespective of gender, race, culture, social background, religion, language, or ability. This may involve adapting activities to suit a child's ability and stage of development, providing additional resources, or offering extra support and attention to a child during specific activities or routines. We strive to offer an inclusive service, making every effort to accommodate children with additional needs. Individual programs are developed in collaboration with parents and caregivers to maximise each child's opportunities within our setting.

**We will promote equality and diversity through the following measures:**

* Integrating equality and diversity into our curriculum and resources.
* Being prepared to make necessary changes to ensure an inclusive service.
* Celebrating diversity and respecting individual differences.
* Recognising and encouraging the achievements and aspirations of all children, while fostering mutual recognition among peers.
* Displaying a variety of positive images that reflect community diversity.
* Creating a child-friendly environment that promotes choice.
* Encouraging participation in all activities and challenging stereotypes.
* Listening to children's views and involving them in problem-solving.
* Addressing parent/carer concerns promptly and seriously.
* Modelling respectful behaviour and encouraging children to respect others.
* Valuing children's opinions and fostering mutual respect among them.

For children whose home language is not English, we will take reasonable steps to provide opportunities for them to develop and use their home language in play and learning, while also ensuring ample opportunities to learn and achieve proficiency in English. Communication, language, and literacy skills will be assessed in English. If a child does not have a strong grasp of English, we will collaborate with parents/carers to explore the child’s skills in their home language.

We oppose discrimination on the grounds of racial or ethnic origin, colour, cultural background, language, religious belief, nationality, gender, marital status, sexual orientation, disability, health status, or social class. Any inappropriate remarks will be challenged.

We encourage children to learn about their own culture and to explore the cultures and religions of others in an engaging manner. This includes sharing books, colouring sheets, visiting places of interest, cooking and eating food from around the world, and celebrating special festivals. We provide resources to support this learning and foster a healthy respect for each other’s differences, valuing everyone as an individual.

We welcome parents/carers to share any festivals, special occasions, or artifacts that may enhance the children’s learning and understanding.

We will continually review, monitor, and evaluate the effectiveness of our inclusive practices through activity planning and assessments. We will stay informed about current and new legislation and regularly review our services with the help of parents and caregivers.

If you have any concerns regarding this policy, please discuss them with us.

**Further Information:**

* [Equality Act 2010 Guidance](https://www.gov.uk/guidance/equality-act-2010-guidance)
* [Children and Families Act 2014](http://www.legislation.gov.uk/ukpga/2014/6/contents)
* [SEND Guide for Early Years Settings](https://www.gov.uk/government/publications/send-guide-for-early-years-settings)