

Equality & Inclusion Policy



Policy

Tiny Oaks Day Nursery takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. We will not tolerate discrimination. Incidents may result in disciplinary action or termination of child place.

We actively seek to remove the barriers that can hinder or exclude our families or employees. This means that equality of opportunity must be a reality for our children and staff. We challenge and eliminate discriminatory actions on the basis of protected characteristics as defined by the Equality Act 2010 including:

- Gender- including gender neutrality
- Age
- Gender reassignment
- Marital status
- Pregnancy and maternity
- Race
- Disability
- Sexual Orientation
- Religion and cultural belief

We take action against any discrimination, harassment or victimisation, whether by:

- direct discrimination - someone is treated less favourably because of a protected characteristic.
- Indirect discrimination - someone is affected unfavourably by a general policy.
- discrimination arising from a disability - someone is treated less favourably because of something connected with their disability.
- association - discriminating against someone who is associated with a person with a protected characteristic.
- Perception - discrimination on the basis that it is thought someone has a protected characteristic.

All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equality, diversity, and discrimination training and this should be refreshed frequently.

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Our inclusive practice includes:

- Posts are advertised both internally and externally and all applicants are judged against explicit and fair criteria.
- All applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to safer recruitment procedures.
- All terms of contract include a commitment to equality and diversity.
- We update and monitor our safer recruitment procedure to ensure it is fair and accessible.
- Creating an environment of mutual respect and empathy
- Making everyone feel valued and good about themselves
- Ensuring that everyone has equal access to learning opportunities.
- Avoiding stereotypical or derogatory behaviour.
- Acknowledging and celebrating a wide range of religions, beliefs and festivals.
- Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensuring that all learning and employment opportunities offered are inclusive.
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. We will help children to learn about a range of food and cultural approaches to mealtimes and to respect the differences among them.
- Preconceptions relating to gender and sexism must be challenged.

Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager or whistle blow at the earliest opportunity.

Legal Framework

Race Relations Act 1976
Race Relations Amendment Act 2000
Sex Discrimination Act 1976,1986
Children Act 1989 and 2004,2006
The Equality Act 2006
Disability Discrimination Act (DDA) 1995,2005
Special Educational Needs and Disability Act 2001

<i>This policy was adopted on</i>	<i>Signed on behalf of the nursery</i>	<i>Date for review</i>
16/1/2023	<i>m khaira</i>	16/01/2024