

# Equal Opportunities Policy

## Statement

All children are unique individuals with rights which entitle them to an environment that provides them to an environment that provides equal opportunity to achieve their full potential and build a firm base for learning.

## Policy

Equality of opportunity and anti-discriminatory practice will be actively promoted in the setting; the importance of the need to respect and acknowledge the unique differences between people is recognised. All children and adults in the setting will be treated fairly with equal concern and respect.

The nursery adheres to the Equality Act 2010 and does not discriminate against children or their families on the grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, sex and sexual orientation.

## Procedure

The nursery works in partnership with parents to ensure individuals needs are met. This includes sharing observations, monitoring and recording progress and planning for children as individuals. This may include referrals to, or working with, other agencies where appropriate.

The nursery provides and ensures that a wide range of appropriate toys, displays, resources, activities and equipment are chosen with the differing needs, abilities and learning styles of children in mind, where children can celebrate and express their own identity.

Books are chosen to meet all ages and abilities and positively reflect the diversity of society. Displays show positive, non-stereotypical images. Activities planned ensure that children are encouraged to explore identities as well as celebrate their own cultures in a way that promotes self-esteem and respect for others.

Reasonable adjustments are made where necessary to the environment, activities and resources to ensure the setting is accessible to all children, including those with special educational needs or disabilities.

Parents are encouraged to share any information on their family life, culture, festivals, special occasions or artefacts which could enhance children's understanding of others.

All discriminatory remarks, inappropriate attitudes, practices and behaviour from children and adults will be challenged. Children will be supported to understand, value, respect, and celebrate differences.

We will regularly review, monitor and evaluate the effectiveness of inclusive practice.

**Director's signature: Teamara Adams**

**Date: 30/04/2026**

**Parent/Carer's signature: Sign off to confirm that you have read and agree, via our full contract.**