**Equal Opportunities Policy**

**1. Policy Statement**

At *Just for Kidz*, we are committed to providing an inclusive and welcoming environment where every child, family, and staff member is treated with dignity and respect. We actively promote equality of opportunity and challenge discrimination in all its forms, ensuring that everyone has the chance to achieve their full potential.

We believe diversity is a strength that should be celebrated. We are fully committed to eliminating discrimination, advancing equality, and fostering positive relationships within our nursery community.

**2. Legal Framework**

This policy is underpinned by and complies with:

* **The Equality Act 2010**
* **The Human Rights Act 1998**
* **Special Educational Needs and Disability (SEND) Code of Practice**
* **Children and Families Act 2014**
* **The Early Years Foundation Stage (EYFS) statutory framework**

**3. Aims**

We aim to:

* Promote equality of access to learning and development for all children, regardless of background or ability.
* Ensure our practices are non-discriminatory and inclusive of all cultures, faiths, family structures, genders, and identities.
* Create an environment where everyone feels respected, valued, and safe.
* Promote children’s spiritual, moral, social and cultural development by encouraging mutual respect and understanding.

**4. Inclusion and Anti-Discrimination Practice**

We do not discriminate against anyone on the basis of:

* Age
* Disability or Special Educational Needs (SEN)
* Gender or gender reassignment
* Marital or civil partnership status
* Pregnancy or maternity
* Race, ethnicity, or nationality
* Religion or belief
* Sexual orientation
* Socioeconomic background
* Language or family composition

Our nursery actively promotes inclusion through:

* Using resources that reflect diversity (e.g. books, role-play, images, celebrations)
* Challenging stereotypes and bias
* Providing additional support and reasonable adjustments for children with SEN or disabilities
* Celebrating a wide range of cultural and religious festivals in a respectful and inclusive way

**5. Admissions**

We are open to all members of the community. We advertise widely and do not discriminate in our admissions process. We provide accessible information in different languages and formats upon request to ensure equal access for all families.

**6. Curriculum and Learning Environment**

* Our curriculum is designed to reflect the diverse society we live in and is inclusive of all backgrounds and needs.
* Planning reflects the interests, backgrounds, and experiences of all children.
* Staff are trained to recognise and remove barriers to participation and learning.
* We support children to develop a positive sense of their own identity and a respect for others.

**7. Working with Families**

We recognise the role of families in a child’s development and work in partnership with parents and carers. We:

* Respect and celebrate the diversity of families
* Ensure all families feel welcome, valued, and able to contribute
* Use translators or bilingual support where needed
* Provide flexible arrangements to meet family needs

**8. Staffing and Recruitment**

* We are an equal opportunities employer.
* Staff recruitment, promotion, and development are based on merit and in line with our equality and safeguarding policies.
* We encourage applications from under-represented groups.
* All staff receive training on equality, inclusion, and anti-discrimination.

**9. Responding to Discrimination and Prejudice**

* Discriminatory language, behaviour or attitudes are not tolerated.
* Any incidents of discrimination or prejudice are taken seriously, recorded, and dealt with promptly in line with our behaviour and safeguarding policies.
* Staff support children to develop respectful attitudes and to challenge unfairness or exclusion in age-appropriate ways.

**10. Monitoring and Evaluation**

* The effectiveness of this policy is regularly reviewed by the management team.
* Staff reflect on their practice to ensure it remains inclusive.
* Feedback from staff, parents, and children is welcomed to help improve our approach.

**11. Review**

This policy will be reviewed **annually** or in response to changes in legislation, guidance, or nursery practice. The Nursery Manager is responsible for ensuring the implementation and review of this policy.