

KCP Keystone CIC Policies and Procedures

Name of Policy:	
EQUALITY AND DIVERSITY POLICY	
Policy Owner	KCP Keystone CIC
Policy Approval Authority	KCP Keystone Trustees
Implementation Date	July 2009
Frequency Review Date	Annually
Most Recent Update	May 2026

This policy should be read in conjunction with other KCP Keystone CIC policies described in KCP Keystone CIC's schedule of policies.

For a copy of KCP Keystone CIC's policies, contact:

Email: Admin@k3y.org.uk

Tel: 01752 500900

This policy should not be copied or reproduced in any format, physical or electronic, without prior permission from KCP Keystone CIC.

Legislation – Statutory Rights, Responsibilities and Local Agreements.

Whilst KCP Keystone CIC endeavours to keep all its policies and procedures up to date, it recognises that there may be delays between any changes in legislation and the subsequent changes and or amendments to KCP Keystone CIC published policies. To ensure the statutory rights and responsibilities of individuals and organisations are not adversely affected and in the promotion of best practice, KCP Keystone CIC acknowledges that any changes in legislation or local agreements, that are not reflected in policies, should, in the interim, take precedence if, in principal, they do not conflict with the wishes of KCP Keystone CIC trustees.

EQUALITY AND DIVERSITY POLICY

- This policy explains our stance on equality, diversity and inclusion.
- The requirements to adhere to the aims of this policy applies equally to trustees, members of staff/practitioners and volunteers
- Any person who identifies emerging inclusion issues within their setting or in response to the needs of a specific child/family should contact the **head** office and advise the Chief Operating Officer
- This policy should be read in conjunction with KCP Keystone CIC's Safeguarding Policy; the requirements of the department for Education of an Early Years Setting and the findings of setting inspections reported by the Office for Standards in Education.

EQUALITY & DIVERSITY POLICY

A) INTRODUCTION

Our vision is for Keystone/KCP to be a successful, caring and welcoming place for staff/practitioners, volunteers; the children who attend our settings and their families¹.

We want to create a supportive and inclusive environment where our staff/practitioners can reach their full potential. The care of the children who attend our nurseries is provided in partnership with their parents, guardians and other agencies who may also be providing support, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances will be positively valued.

The following will help us to achieve this vision.

B) LEGAL RESPONSIBILITIES

The rights of our staff, the children in our nurseries and their parents, guardians, etc. are protected under the Equality Act 2010 from actions or inactions which:

*discriminate

*victimise or

*harass.

In adopting this policy, we accept our responsibility to ensure that such action or inaction does not occur and that everyone is treated fairly, equally and in accordance with their needs.

Wherever possible and in line with our safeguarding policy and duty of care as an Early Year's provider, reasonable adjustments will be provided to assist members of the workforce to undertake their duties who inform us, their employer, of any Disability/long term medical needs that affect them in the nursery setting or whilst caring for the children.

C) AIM

The aim of this Policy is to achieve equality of experience for everyone involved by removing any potential discrimination towards our staff and in the way that we deal with the children in our care and their families, etc.: In doing so, KCP Keystone CIC will take into consideration the needs of and will not discriminate on the basis of:

- Age
- Disability
- Ethnicity/Race of Nationality
- Gender reassignment
- Marriage or Civil Partnership
- Pregnancy or Maternity

¹ The term families applies to any individual/groups of individuals with responsibility for the care of a child within a setting

- Religion/Belief or Non-Belief
- Sex
- Sexual Orientation
- Social economic status

Irrespective of which setting a member of staff/practitioner/volunteer works KCP Keystone CIC will enable equality of opportunity in respect of the access of training, time, resources (including uniform) etc, based upon their role, the needs of the children and families attending our settings and the needs of the organisation.

Furthermore, it is the responsibility of all members of KCP Keystone CIC to ensure that through their actions, they model a welcoming and inclusive environment:

- to children and their families
- encouraging children and families to interact with each other

D) PUTTING THIS POLICY INTO PRACTICE

We aim to develop and support equality and diversity measures by for example, but not limited to:

- providing information in multiple languages and alternate formats based upon the needs of children and their families
- providing services that are accessible to children, their families and practitioners with disabilities (special educational needs)
- acknowledging the differing family structures that the children in our care come from and ensuring these are reflected within the activities delivered
- involving setting practitioners in the developments within their settings
- responding positively to the diverse needs and experiences of our staff/practitioners/volunteers and children/families even when those needs are challenging to deal with.

E) COMMENTS AND CONCERNS

If you believe you have been treated in any way contrary to this Policy or you have any comments on how we can ensure that it works better or can be enhanced, please contact the Chief Operating Officer.

F) MONITORING AND REVIEW

We will monitor on an ongoing basis the effectiveness of this Policy and the impact on all other relevant policies and practices. A policy review will be undertaken when necessary and as a minimum annually.