Equal Opportunities

At Auckland House Day Nursery, we are committed to promoting equality, diversity, inclusion and Fundamental British Values throughout all aspects of nursery life. We recognise and celebrate the unique qualities, backgrounds, experiences and abilities of every child, family member, staff member, student and volunteer.

We are committed to providing an environment where everyone is treated with dignity, respect and fairness and where discrimination, harassment, victimisation or bullying are not tolerated. We actively promote equality of opportunity and ensure that no individual is disadvantaged because of a protected characteristic under the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

In accordance with the Early Years Foundation Stage (EYFS) Statutory Framework, we provide an inclusive environment where every child can learn, develop and reach their full potential. We make reasonable adjustments to our practices, procedures, resources and environment to ensure all children and adults can participate fully in nursery life.

We actively promote the Fundamental British Values of:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect
- Tolerance of those with different faiths and beliefs

These values are embedded within our daily practice and curriculum and help children develop into respectful, confident and responsible members of society.

Auckland House must ensure that:-

- Staff, students, volunteers and parents/carers read copies of the Equal Opportunities Policy and that this is discussed with them during their induction meeting.
- The Equal Opportunities Policy is made available to all parents/carers.
- We will translate the policy into languages and formats familiar to all users of the setting if required.
- Support can be accessed to assist anyone who may experience difficulties in translating our policies and procedures.
- Every effort will be made to use the child's first language and involve other agencies for advice and assistance.
- Obtains suitable specialist equipment, aids or resources.
- Reasonable adjustments will be made to premises to provide for anyone with any form of disability.
- We will work with the local and wide community to develop everyone's knowledge and understanding of the world we live in.

Our Practice and what we believe

Each person should be valued as an individual, with differing social, intellectual and cultural backgrounds, different needs, likes, dislikes, similarities and differences are respected and celebrated.

Everyone has a right to feel valued and respected regardless of their race, religion, gender and cultural beliefs. Auckland House will uphold this ethos and challenge inappropriate or derogatory remarks or practice.

We will hold discussions with parents/carers before their child starts at Auckland House regarding their child's specific, emotional, medical, cultural and religious needs.

We value parents/carers as their children's primary educators and staff will work closely with parents/carers to share information and experiences as well as being positive role models for the children in their care.

We will provide for cultural, religious and medical needs at snack and mealtimes.

We will celebrate a variety of festivals and special events and parents/carers will be invited to share with us any festivals or special occasions.

Children in our care will learn about their own culture and the culture of other children by sharing books, eating food from around the world and celebrating special festivals and events and by attending special events within the area.

Our curriculum is designed to meet the needs of all children to encourage them to reach their full potential. We will adapt activities to the child's ability and stage of development providing additional resources and support if required.

We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities, disabilities and gender in and around the nursery.

All children will have equal access to activities, visits and trips wherever possible and we will seek additional support from other multi professional agencies if required.

Everyone will be encouraged to have respect and value for one another.

Staff will help children to understand that it is inappropriate to judge someone because of their gender, colour, beliefs, disability or social background. Explanations are given to children to support this.

We challenge inappropriate practices and attitudes promptly and will record inappropriate racist or sexist comments made by everyone. No form of intimidation, bullying or harassment is tolerated.

Staff will be informed and updated on new legislation concerning equal opportunities and British values we will train them accordingly.

All staff have the opportunity to attend these courses when available.

We expect staff to behave in a professional manner, follow our policies and procedures and try to be consistent, sensitive and fair. We expect them to challenge others who make racist, sexist or insensitive remarks.

We believe that everyone has the right to a working environment where there is dignity and respect for all.

Responding to Discrimination

Auckland House Day Nursery will challenge and respond promptly to any discriminatory, prejudicial, racist, sexist, homophobic, transphobic, disablist or derogatory language, behaviour or attitudes displayed by children, adults or visitors. Incidents will be recorded, investigated where appropriate and addressed in partnership with parents/carers and relevant agencies. Appropriate action will be taken in accordance with nursery policies and procedures.

SEND and Inclusion

We recognise that some children and adults may require additional support to access our provision. We will work closely with families, SEND professionals and other agencies to identify needs early and implement appropriate support, adaptations and reasonable adjustments to ensure full participation and equal opportunities for all.

Monitoring

The Nursery Manager and leadership team will regularly review practice, resources, policies and procedures to ensure equality, diversity and inclusion remain embedded throughout the setting and continue to meet statutory requirements and Ofsted expectations.

These additions would make the policy more clearly aligned with the Equality Act 2010, the EYFS statutory framework and current Ofsted expectations regarding equality, inclusion and British Values.

Policy Written By: N A Collins
Date: May 2026
Approved By: A Gregory
Review Date: April 2027