

Equality and Diversity Policy

We emphasise a commitment to inclusivity, equal opportunities, and diversity. It is guided by various legal frameworks, including:

- **Race Relations Act 1976**
- **Race Relations Amendment Act 2000**
- **Sex Discrimination Act 1986**
- **Child Act 1989**
- **Special Educational Needs and Disabilities Act 2001**
- **SEN and Disability Code of Practice 0-25 years**
- **Children and Families Act 2014**

Key aspects of this policy include:

- **Community Inclusivity:** The nursery is open to all members of the community, fostering a welcoming environment for diverse backgrounds.
- **Multilingual Information:** Information is provided in as many relevant community languages as possible to ensure accessibility.
- **Fair Admissions Policy:** The admissions policy is based on a fair system, without discrimination.
- **Inclusion of Special Needs and Disabilities:** The nursery does not discriminate against children with special needs or disabilities and does not refuse entry based on these factors.
- **Equal Opportunities Awareness:** All parents are informed about the nursery's equal opportunities policy.
- **Action Plan for Inclusivity:** An action plan is developed to ensure that people with disabilities can fully participate in services and the curriculum. Training opportunities are sought to enable effective support all children.
- **Review of Practices:** Regular reviews of practices are conducted to ensure the full implementation of the equality and diversity policy.
- **Dietary Requirements:** 'We collaborate with parents to meet the medical, cultural, and dietary needs of children, promoting learning about different foods and cultural approaches to mealtimes while encouraging respect for differences.

Signed:

Date:

Review date: