



Equality, Diversity and Inclusion Statement

At Clare House Nursery, we believe that every child and every adult is unique, valued and deserving of dignity, respect and equal opportunities. We are committed to creating an inclusive environment where everyone feels welcomed, safe, respected and able to thrive, regardless of their background, identity or circumstances.

We are committed to recognising and meeting the individual needs of all children, while ensuring that our staff, volunteers, students, families and visitors are treated fairly, respectfully and without discrimination. Equality, diversity and inclusion underpin every aspect of our nursery, including our curriculum, daily practice, recruitment, employment, training and professional relationships.

We strive to provide a safe, caring and welcoming environment where discrimination, harassment, bullying, victimisation and prejudice are not tolerated. We celebrate the diversity of our children, families, staff and wider community, recognising that our differences enrich children's experiences, strengthen relationships and help create a sense of belonging for everyone.

We recognise that inequalities continue to exist within society and can have a significant impact on children's life chances and adults' opportunities and wellbeing. As early years professionals, we have a responsibility to challenge discrimination, prejudice, stereotypes and unconscious bias whenever they arise and to actively promote fairness, kindness, respect and inclusion through our daily practice.

Reflective practice is central to everything we do. We continually review our environment, resources, policies, curriculum and interactions to ensure they are inclusive, representative and accessible, enabling everyone to feel valued and respected.

In accordance with the Equality Act 2010, Clare House Nursery is committed to ensuring that no child, family member, employee, volunteer, student or visitor is treated less favourably because of a protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We are proud to work in partnership with our families, staff, professionals and the wider community to create a nursery where everyone belongs, every voice is valued and every individual is supported to reach their full potential.

Legal Framework

This policy has been developed in accordance with the principles and requirements of the following legislation and guidance:

- Equality Act 2010
- Children Act 1989 and Children Act 2004
- Childcare Act 2006
- Children and Families Act 2014
- Special Educational Needs and Disability (SEND) Code of Practice: 0 to 25 years (2015)
- The Statutory Framework for the Early Years Foundation Stage (current version)
- Working Together to Safeguard Children (current version)
- Human Rights Act 1998
- United Nations Convention on the Rights of the Child (UNCRC)
- Public Sector Equality Duty (where applicable)

British Values are defined as the following:

- Democracy
A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.
- The rule of law
The need for rules to make a happy, safe and secure environment to live and work.
- Individual liberty
Protection of your rights and the rights of others around you.
- Mutual respect & tolerance of different faiths and beliefs
Understanding that we all don't share the same beliefs and values. Respecting those values, ideas and beliefs of others whilst not imposing our own onto them.

Our Equality, Diversity and Inclusion Aims

At Clare House Nursery, we are committed to promoting equality, celebrating diversity and creating an inclusive environment where every child, family, member of staff, volunteer and visitor feels welcomed, respected and valued.

We aim to:

- Eliminate unlawful discrimination, harassment, victimisation and prejudice in all aspects of nursery life, including admissions, employment, decision-making, service provision and daily practice.
- Provide a welcoming, safe, caring and accessible environment that reflects and celebrates the diversity of our children, families, staff and the wider community.
- Foster a culture of respect, kindness and belonging where everyone is treated fairly and with dignity, regardless of their background, identity or protected characteristics.

- Work in genuine partnership with parents and carers, recognising that they are their child's first and most important educators. We actively encourage families to share their cultures, traditions, languages, beliefs and experiences to enrich the learning opportunities for all children.
- Encourage parents and carers to contribute to the development of the nursery through regular consultation, feedback, questionnaires and discussions, enabling us to continually review and improve our practice.
- Recognise and respond to the individual needs of every child through observation, assessment and inclusive planning, ensuring that barriers to learning are identified and appropriate support is put in place.
- Work closely with parents, carers and other professionals to support children with Special Educational Needs and Disabilities (SEND) through personalised planning, reasonable adjustments, Individual Support Plans where appropriate, and the guidance of our designated Special Educational Needs Coordinator (SENCO).
- Promote equality, diversity and inclusion through our curriculum, resources, environment and everyday interactions, ensuring that children see themselves, their families and the wider world positively represented.
- Ensure that all policies, procedures and practices are regularly reviewed to identify and remove barriers to participation and to promote fairness, accessibility and inclusion for everyone.
- Support all staff to continually develop their understanding of equality, diversity and inclusion through reflective practice, supervision and ongoing professional development.

Our Commitment to Inclusive Practice

The staff team at Clare House Nursery is committed to promoting equality, diversity and inclusion through every aspect of nursery life. We recognise that children develop their understanding of themselves and others from the people, language, resources and experiences around them. We therefore aim to create an environment where every child feels represented, respected and has a genuine sense of belonging.

We are committed to:

- Promoting understanding, respect and appreciation of diversity through our curriculum, daily interactions, experiences, resources and learning environment.
- Ensuring that every child can positively see themselves, their family and their community reflected within the nursery environment.
- Celebrating cultural identity, religious diversity, different languages, family structures, disabilities, neurodiversity and individual differences through meaningful experiences, inclusive resources and everyday conversations.
- Providing opportunities for children to encounter positive representations of people from a wide range of backgrounds, enabling them to recognise both similarities and differences with confidence, curiosity and respect.

We carefully select resources that reflect the diversity of modern Britain and the wider world, helping children to develop positive attitudes towards themselves and others. We strive to ensure that children can identify with someone who:

- "Looks like me."
- "Has a family like mine."
- "Speaks my language."

- "Lives a life similar to mine."
- "Has experiences that are different from my own."

To support this, our environment includes:

- Photographs of the children and their families (with parental consent), celebrating each child's unique identity and sense of belonging.
- Books, displays, small world resources, puzzles and visual materials that positively represent people of different races, ethnicities, cultures, religions, disabilities, ages, genders, occupations and family structures, while actively challenging stereotypes and avoiding tokenistic representation.
- Resources that reflect a wide range of families, including single-parent families, blended families, adoptive families, foster families, kinship carers, same-sex parents, grandparents and extended family carers.
- Role-play resources, clothing, home corner equipment and small world resources that encourage inclusive, imaginative play free from gender stereotypes and that reflect diverse cultures, communities and ways of life.
- Resources that promote understanding of visible and non-visible disabilities, neurodiversity and individual differences in a positive and respectful way.

We regularly review our resources and learning environment to ensure they remain inclusive, representative, current and meaningful for the children and families attending Clare House Nursery.

Staff regularly reflect on the nursery environment and resources to ensure they remain inclusive, avoid stereotypes or tokenism, and genuinely represent the children, families and communities we serve.

Promoting Equality, Diversity and Inclusion in Practice

The nursery is committed to providing an environment that promotes positive, inclusive and non-stereotypical representations of all people. Through our curriculum, resources, interactions and role modelling, we help children develop respect for themselves and others while celebrating the diversity of the communities in which they live.

We:

- Promote positive and inclusive representations of different cultures, ethnicities, religions, languages, disabilities, neurodiversity, family structures, sexes and gender identities through our curriculum, resources and everyday experiences.
- Carefully select books, displays, toys, small world resources and visual materials that reflect the diversity of modern Britain and the wider world, avoiding stereotypes, tokenism and discriminatory images.
- Foster an environment of mutual respect, kindness and inclusion where all children feel safe, valued and respected.
- Promote positive language and communication and do not tolerate discriminatory, offensive or derogatory language, behaviour or attitudes of any kind.
- Recognise that every child has their own experiences, identity, culture and family story. Children's voices are valued and listened to, and we respect the knowledge, experiences and strengths they bring from home. By encouraging children to share their home experiences

and celebrating their family traditions, languages and ways of life, we help children develop a positive sense of identity, belonging and self-worth.

- Challenge discrimination, prejudice, stereotypes and misconceptions whenever they arise through children's play, conversations, books, resources or everyday interactions, using these opportunities to promote understanding, empathy and respect.
- Ensure that activities, experiences and learning opportunities are accessible and inclusive, enabling every child to participate and achieve regardless of their individual needs or background.
- Work in close partnership with parents, carers and other professionals to ensure that children's medical, cultural, religious, linguistic and dietary needs are understood and respected.
- Support staff to act as positive role models by demonstrating respectful behaviour, inclusive language and professional attitudes at all times. Any discriminatory behaviour by staff will be managed in accordance with the nursery's Staff Code of Conduct, Disciplinary Policy and Behaviour Policy.
- Encourage all staff to engage in ongoing professional development to ensure their knowledge, understanding and use of inclusive language and current equality legislation remain up to date.

Challenging Stereotypes

We recognise that children begin developing ideas about themselves and others from a very young age. We therefore provide experiences, resources and interactions that challenge stereotypes and encourage children to explore interests, roles and aspirations free from expectations based on sex, gender, culture, disability or family background. Our aim is to help every child develop confidence in who they are and respect for the uniqueness of others.

Admissions

We are committed to providing an inclusive admissions process and ensuring that our services are accessible to all children and families within our local community.

We:

- Welcome applications from all children and families, regardless of background or protected characteristics.
- Reflect the diversity of our community through our publicity, promotional materials and communications.
- Ensure that no child or family is disadvantaged or treated less favourably because of race, ethnicity, nationality, culture, religion or belief, language, disability, sex, gender reassignment, sexual orientation, family circumstances or any other protected characteristic.
- Make reasonable adjustments, where appropriate, to support children and families in accessing our provision.
- Treat every child and family with fairness, dignity, respect and compassion throughout the admissions process.

English as an Additional Language (EAL)

At Clare House Nursery, we recognise that a child's home language is a fundamental part of their identity, culture and family life. We value and celebrate linguistic diversity and believe that maintaining and developing a child's first language provides a strong foundation for learning additional languages.

We work in partnership with parents and carers to understand each child's language experiences and, where possible, provide information and communication in languages that reflect the needs of our nursery community. We will seek support from interpreting or translation services where appropriate to ensure families can fully participate in their child's learning and development.

We recognise that children learning English as an Additional Language (EAL) need time to listen, observe, understand and develop confidence before communicating in English. We respect that children may experience a "silent period" while they become familiar with a new language and environment, and we support them patiently without placing pressure on them to speak before they are ready.

To support children learning English, we will:

- Value and encourage the continued use of each child's home language alongside the development of English.
- Create a language-rich environment with meaningful opportunities to develop spoken English through play, stories, songs, rhymes and everyday conversations.
- Use visual supports, gestures, photographs, objects, signing and other communication strategies to aid understanding where appropriate.
- Encourage children to share words, songs, stories and traditions from their home language and culture, promoting pride in their identity and helping all children appreciate linguistic diversity.
- Work closely with parents, carers and other professionals to understand each child's individual communication needs and ensure appropriate support is provided.
- Monitor each child's progress carefully, recognising the difference between acquiring English as an additional language and having a Special Educational Need or Disability (SEND).

We recognise that developing confidence in English is important in enabling children to access learning, build relationships and prepare for their future education, while continuing to value and celebrate the languages spoken within their families and communities.

Employment and Staffing

As an equal opportunities' employer, Clare House Nursery is committed to promoting equality, diversity and inclusion throughout all aspects of employment. We are committed to fair, transparent and inclusive recruitment practices and aim to recruit the person who is best suited to the role based on their skills, experience, qualifications, values and ability to meet the requirements of the post.

We are committed to ensuring that all employees, apprentices, students, volunteers and job applicants are treated fairly, with dignity and respect, and are not discriminated against because of any protected characteristic under the Equality Act 2010.

We will:

- Recruit and retain a diverse workforce that reflects our values and supports the delivery of an inclusive, high-quality early years provision.
- Ensure that recruitment, selection, promotion, training and career development opportunities are based solely on merit, skills, experience and the needs of the nursery.
- Make reasonable adjustments throughout the recruitment process and during employment to support staff and applicants with disabilities or additional needs.
- Ensure that all staff, volunteers, students and committee members are familiar with, understand and work in accordance with this Equality, Diversity and Inclusion Policy.
- Provide induction, supervision, training and continuing professional development opportunities that promote inclusive, anti-discriminatory and reflective practice.
- Encourage staff to reflect on their own attitudes, assumptions and unconscious bias, supporting a culture of openness, learning and continuous improvement.
- Foster a workplace culture where everyone feels valued, respected, listened to and able to contribute their ideas without fear of discrimination, harassment or victimisation.
- Deal promptly and fairly with any allegations or incidents of discrimination, harassment, bullying or victimisation in accordance with the nursery's Staff Code of Conduct, Grievance Policy and Disciplinary Policy.
- Regularly review our employment practices to ensure they remain fair, inclusive and compliant with current employment and equality legislation.

Staff Training, Monitoring and Review

At Clare House Nursery, we recognise that developing an inclusive culture requires ongoing learning, reflection and professional development. We are committed to ensuring that all staff have the knowledge, confidence and skills to promote equality, diversity and inclusion in their everyday practice.

We will:

- Provide all staff with induction, supervision, training and continuing professional development opportunities that promote equality, diversity, inclusion, anti-discriminatory practice and cultural awareness.
- Access training, updates and guidance from the Local Authority, Early Years advisers and other relevant professional organisations to ensure our practice remains current and reflects national guidance and legislation.
- Ensure our Special Educational Needs Coordinator (SENCO) undertakes appropriate training and professional development to maintain up-to-date knowledge of the SEND Code of Practice and inclusive practice, sharing learning with the wider staff team where appropriate.
- Provide all staff with equal access to relevant training and development opportunities to support both individual career progression and the continual improvement of nursery practice.
- Encourage staff to engage in reflective practice, considering how their own experiences, assumptions and unconscious bias may influence their interactions with children, families and colleagues.
- Promote a culture where staff feel confident to ask questions, challenge discrimination appropriately and continually develop their understanding of equality, diversity and inclusion.

Monitoring and Review

To ensure this policy remains effective, we will:

- Regularly review our policies, procedures, curriculum, resources and learning environment to ensure they continue to promote equality, diversity, inclusion and accessibility.
- Monitor our practice to identify and remove any barriers that may prevent children, families, staff or visitors from fully participating in nursery life.
- Review this policy annually, or sooner if there are changes to legislation, statutory guidance or nursery practice.
- Evaluate the effectiveness of our Equality, Diversity and Inclusion Policy alongside our SEND Policy and other related policies to ensure our practice continues to meet the needs of our nursery community.

At Clare House Nursery, we believe that helping children to recognise, respect and celebrate differences is fundamental to preparing them for life in modern Britain. By promoting kindness, empathy, fairness and a strong sense of belonging, we support every child to develop confidence in who they are while learning to value and respect others.

We are proud to be an inclusive nursery that welcomes, values and celebrates every child, family, member of staff, volunteer and visitor, ensuring that everyone feels respected, supported and that they truly belong within our nursery community.

