All Silver Stars Day Nursery policies will be subject to any future change according to Government legislation and guidelines to maintain the safety of all children, families, staff and visitors.

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Valuing Diversity and Promoting Equality

Policy Statement

We are committed to providing a fully inclusive service that meets the needs of all children and families. We recognise that children and their families come from a wide range of social, economic, ethnic, cultural and religious backgrounds, and that these differences enrich our setting and community.

Children may live within a variety of family structures, including one- and two-parent families, same-sex parent families, extended families, foster families or with relatives. Some children and families may experience disability, social exclusion, financial hardship, discrimination or prejudice related to ethnicity, language, religion or belief, gender, sexual orientation or impairment.
We recognise that these factors can affect children's wellbeing, learning and development. Our setting is committed to anti-discriminatory practice, promoting equality of opportunity and valuing diversity for all children, families, staff and visitors.

We aim to:

- Provide a secure, welcoming and accessible environment in which all children can flourish and where all contributions are valued.
- Include and value the contributions of all families in shaping our understanding of equality and diversity.
- Provide positive, non-stereotyping information about gender roles, family structures, cultures, socio-economic backgrounds and disability.
- Continually improve our knowledge and understanding of equality, inclusion and anti-discriminatory practice.
- Challenge and address discriminatory behaviour, language or practice.
- Embed inclusion and equality throughout all aspects of the setting.
- Foster positive relationships and mutual respect between all communities.

Procedures

Admissions

Our setting is open and accessible to all members of the community.

We will:

- Advertise our service widely and reflect the diversity of society in our publicity materials.
- Provide information in clear, accessible language, both written and verbal.
- Provide information in other languages where possible.
- Operate a fair and transparent admissions process.
- Ensure all parents and carers are aware of this policy.
- Not discriminate against any child or family on the basis of a protected characteristic as defined by the Equality Act 2010 (updated 2022), including:
    - disability
    - race
    - gender reassignment
    - religion or belief
    - sex
    - sexual orientation
    - age
    - pregnancy and maternity
    - marriage and civil partnership
- Not refuse admission to a child on the basis of disability.
- Make reasonable adjustments to ensure all children can participate fully in the life and curriculum of the setting.
- Take action against any form of discrimination, including:
    - Direct discrimination
    - Indirect discrimination
    - Discrimination by association
    - Discrimination by perception
- Not tolerate discriminatory language, behaviour or materials. Any incidents will be addressed promptly and sensitively. Continued failure to comply may result in exclusion from the premises.

Employment

We are committed to equality of opportunity in employment.

We will:

- Advertise posts openly and assess applicants against fair and explicit criteria.
- Welcome applications from all backgrounds.
- Use exemption clauses only where permitted and appropriate to meet the needs of the community.
- Offer posts to the applicant who best meets the criteria, subject to safer recruitment checks.
- Include a commitment to equality and diversity within all job descriptions.
- Monitor recruitment processes to ensure fairness and accessibility.

Training

We will:

- Access training opportunities to support staff and volunteers in developing inclusive and anti-discriminatory practice.
- Ensure staff are trained and confident in administering medicines and undertaking invasive care procedures where required.
- Regularly review practice to ensure effective implementation of this policy.

Curriculum

Our curriculum promotes positive attitudes towards self and others and supports children to understand and respect difference.

We do this by:

- Ensuring equality of access to learning for all children.
- Making children feel valued and confident in their identity.
- Undertaking access audits to ensure accessibility for disabled children and adults.
- Adapting the environment, resources and teaching approaches to meet a range of needs.
- Differentiating learning to support individual abilities, interests and needs.
- Reflecting diverse communities positively within resources and materials.
- Avoiding stereotypes and discriminatory imagery.
- Celebrating locally observed festivals and cultural events.
- Promoting mutual respect, tolerance and understanding.
- Supporting children with SEND and ensuring inclusive practice.
- Supporting children learning English as an additional language.
- Encouraging and supporting children to maintain and develop their home languages.
- Helping children understand that discriminatory behaviour and language are unacceptable.

Valuing Diversity in Families

We will:

- Welcome and respect all family lifestyles and structures.
- Encourage children to share experiences from their home life.
- Encourage parents, carers and extended family members to participate in the life of the setting.
- Support families who speak languages other than English to be fully included.
- Offer flexible payment options for families experiencing financial difficulties and provide information on financial support.
- Take positive action to encourage participation from under-represented and disadvantaged groups.

Food

We will:

- Work in partnership with parents to meet children's dietary needs arising from medical, religious or cultural requirements.
- Support children to learn about different foods, cultures and eating practices and to respect differences.

Meetings

We will:

- Arrange meetings to ensure all families who wish to attend can do so.
- Share information in a variety of ways to ensure accessibility for all carers.

Monitoring and reviewing

We will:

- Review this policy annually to ensure it remains effective and reflects current legislation and best practice.
- Maintain a clear complaints procedure and make complaints records available to parents.

Legal Framework

This policy is informed by and operates in accordance with the following legislation and statutory guidance:

- Equality Act 2010, and subsequent amendments (2023)
- Children Act 1989, and subsequent amendments (2018)
- Special Educational Needs and Disability (SEND) Code of Practice 2014, and subsequent updates (2020)

This policy was adopted by	Silver Stars Day Nursery
Date	February 2026
Review date	February 2027
Name of signatory	Mrs Jenifer Capper
Role of signatory	Proprietor
Signed: Date:	 February 2026