



## **Equal Opportunities & Anti-Discrimination Policy**

**Date:** April 2026

**Manager / Responsible Person:** Jenene Morgan

**Next Review:** April 2027

### **1. Purpose**

The purpose of this policy is to ensure that JAMmy Tots Nursery provides an inclusive environment where all children, families, and staff are treated fairly and with respect, regardless of race, gender, disability, religion, cultural background, or socio-economic status. This policy aligns with:

- **Equality Act 2010**
- **EYFS 2025**
- **KCSIE 2025**
- **Ofsted Early Years Inspection Handbook**

### **2. Scope**

This policy applies to:

- All children attending JAMmy Tots Nursery
- Staff, volunteers, and management
- Parents, carers, and visitors
- All nursery activities, both on-site and off-site

### **3. Policy Statement**

JAMmy Tots Nursery is committed to:

- Promoting equality, diversity, and inclusion in all aspects of nursery life
- Providing opportunities for every child to learn, develop, and participate fully
- Challenging discrimination, harassment, and prejudice
- Ensuring all staff, children, and families are respected and valued

Discrimination, whether direct or indirect, against children, staff, or parents will not be tolerated.



#### **4. Principles**

- Every child and adult is unique and valued
- Children's individual needs, backgrounds, and abilities are recognised and supported
- Staff model positive behaviour and respect for diversity
- Learning activities are designed to be accessible and inclusive
- Families are welcomed and supported in sharing their cultures, languages, and traditions

#### **5. Roles and Responsibilities**

##### **Manager (Jenene Morgan):**

- Ensures the nursery operates in line with equality legislation and best practice
- Monitors and reviews policy effectiveness
- Provides staff with training and guidance on promoting equality and preventing discrimination

##### **Staff and Volunteers:**

- Promote inclusion and positive interactions among children
- Recognise and challenge discrimination, bias, or harassment
- Ensure all activities are accessible and adapted to meet children's individual needs
- Support children to respect and value diversity

##### **Parents / Carers:**

- Respect nursery policies on equality and inclusion
- Support their children in learning about respect and diversity
- Report any concerns regarding discrimination or unfair treatment

#### **6. Equal Opportunities in Practice**

##### **Children:**

- All children are given equal access to play, learning, and social activities



- Resources, books, and play equipment reflect diverse cultures, abilities, and family structures
- Children are encouraged to challenge stereotypes and celebrate differences

**Staff:**

- Recruitment, training, promotion, and working conditions comply with equality legislation
- Staff development includes training in equality, diversity, and anti-discrimination practices

**Families:**

- Nursery communicates inclusively with families, using accessible formats where required
- Cultural, dietary, and religious needs are accommodated
- Families encouraged to participate in nursery life and share experiences

**7. Preventing Discrimination and Harassment**

- All incidents of discrimination or bullying are taken seriously and addressed promptly
- Staff follow safeguarding procedures if discrimination affects a child's wellbeing
- Children are supported to understand the impact of their behaviour on others
- Staff and parents receive guidance on resolving issues respectfully and constructively

**8. Monitoring and Review**

- Policy reviewed annually or when there are changes in legislation or EYFS guidance
- Nursery monitors equality in admissions, participation, and outcomes
- Records of incidents, observations, and interventions maintained confidentially
- Feedback from parents and staff considered in policy evaluation

**9. Conclusion**

JAMmy Tots Nursery is committed to creating a safe, inclusive, and respectful environment. By promoting equality, challenging discrimination, and valuing diversity, the nursery ensures that every child, family, and staff member can thrive and reach their full potential.