Equal Opportunities Policy

Little Nestlings is committed to promoting equal opportunities both in employment and in the care and education provided to the children who attend the setting. We are committed to providing an environment that is free from discrimination, harassment, and victimization.

As a setting we aim to demonstrate that we actively and positively value and respect individuals regardless of ethnicity, culture, religion, home language, family background, learning difficulties or disabilities, gender, sexuality, or ability.

In everything that we do, promotion of equal opportunities and extension of our multi-cultural knowledge is encompassed.

The aim of this policy is to ensure that all in attendance at Little Nestlings are treated fairly and with respect.

We will take positive steps to ensure that individuals are treated equally and not disadvantaged by conditions or requirements which cannot be shown to be justifiable.

We will ensure that all employees are aware of the equal opportunities policy and are expected to comply with it in their daily working lives.

We will provide training to managers and employees on equal opportunities, to help ensure that they understand the policy and how it should be applied.

We will ensure that any allegations of discrimination, harassment or victimization are taken seriously and will be dealt with promptly and fairly in accordance with the company's grievance procedure.

We will regularly review our equal opportunities policy to ensure that it remains relevant and up to date.

Little Nestlings will implement this policy by:

- Ensuring that job advertisements and recruitment procedures do not contain any discriminatory language or requirements.
- Ensuring that all employees are made aware of the equal opportunities policy.
- Monitoring the implementation of the equal opportunities policy and taking action to address any issues that arise.
- Providing training to employees on equal opportunities.
- Encouraging employees to raise any concerns or issues they have with regard to equal opportunities.
- All equipment and toys will be chosen with differing needs and abilities in mind.

- Imaginative play equipment will represent familiar and differing cultures as equally and positively as possible.
- Behaviour that deviates from our policy will be acted upon, either via additional training, our behaviour management policy, or the grievance procedure as appropriate.
- Regularly reviewing the equal opportunities policy to ensure that it remains effective.

By implementing this equal opportunities policy, Little Nestlings aims to ensure that all in attendance at the setting are treated fairly and with respect.

Staff Training

Staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation, aware of the process of radicalisation and how this might be identified early.

Practitioners are aware of how settings can provide support to help families and children to be resilient and able to resist involvement in radical or extreme activities.

This policy was reviewed in	Signed on behalf of the nursery	Date for review
September 2026	*Elizabeth Ross-Whittall*	*September 2027*