Little Disciples Childcare

Equal Opportunities Policy

Aligned with Principles of Equal Opportunities and DARPL (Diversity and Anti-Racism in Early Years)

"Caring for children, supporting parents and sparking imaginations. Where quality, affordability and excitement meet!"

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Responsible Individual Signature:	
Person in Charge Signature:	

Version	Date	Changes Made	Author	Approved By	Next Review Date
1.0	September 2023	Initial Release for Provider changes	S. Gocher	A. Stephens	Annually – September 2024
2.0	October 2024	Policy Review	S. Gocher	A. Stephens	Annually – October 2025
2.1	January 2025	Minor amendments – Pg numbers and Document Control	S. Gocher	A. Stephens	Annually – October 2025
2.2	October 2025	Policy review, no changes	S. Gocher	A. Stephens	Annually – October 2025
3.0	October 2026	Updated equality terminology and strengthened reasonable adjustments, inclusive practice and discrimination reporting procedures.	S. Gocher	A. Stephens	Annually – October 2025

Policy Statement

At Little Disciples Childcare, we are committed to providing a seamless and cohesive approach to childcare across all our services. This policy and procedure apply equally to both our Nursery Plus provision and our Breakfast, Afterschool and Holiday Club services. This integrated framework ensures consistent standards of care, safety and quality across all aspects of our provision, fostering a supportive and nurturing environment for every child in our care

Purpose and scope

Little Disciples Childcare is committed to providing a welcoming, inclusive environment where children, families, staff and visitors are treated fairly and with respect.

This policy applies to Nursery Plus, Breakfast Club, Afterschool Club and Holiday Club. It covers admissions, employment, play and learning, access to facilities, relationships with families and the conduct of everyone involved in our setting.

We recognise that fair treatment may require different support or adjustments to remove barriers and meet individual needs.

Our commitment

We work to prevent discrimination, harassment and victimisation and to challenge racism, prejudice and stereotyping.

Our approach reflects the Equality Act 2010 and its protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We recognise that the legal protections apply differently in employment and service provision.

Our wider commitment to inclusion also covers circumstances such as language, income, family structure, care experience and employment status.

We draw on relevant Welsh Government childcare guidance and Diversity and Anti-Racist Professional Learning resources from DARPL.

Responsibilities

The Responsible Individual & Manager oversees this policy and ensures that appropriate resources and arrangements are available.

The Responsible Individual & Manager is responsible for:

- Putting this policy into practice across all services.
- Supporting staff training and inclusive working practices.
- Considering requests for reasonable adjustments.
- Responding to concerns and recording actions taken.
- Reviewing barriers to participation and making improvements.

All staff must model respectful behaviour, challenge discriminatory conduct appropriately and report concerns promptly.

Families, volunteers and visitors are expected to treat others respectfully and follow the setting's arrangements for inclusion and safety.

Admissions and access

We apply clear and fair admissions criteria and provide information in accessible formats where needed.

We discuss each child's needs with their parents or carers before attendance and throughout their time with us. Decisions are based on individual circumstances rather than assumptions about a child's disability, identity, background or family.

Where a barrier to access is identified, the Manager will discuss possible adjustments with the family, seek relevant advice where appropriate and record the agreed arrangements.

Concerns about meeting a child's needs must be considered carefully, including what support or adjustments could make participation possible. Families are given a clear explanation of decisions and information about how to raise concerns.

Reasonable adjustments and individual support

We take steps to identify and remove barriers affecting disabled children, family members, staff and applicants.

Adjustments may include changes to communication, routines, equipment, activities, the environment or working arrangements. We consider requests promptly and discuss suitable options with the person or family concerned.

Agreed adjustments are recorded, shared with relevant staff and reviewed to check that they are effective. We respect confidentiality when discussing individual needs.

Additional learning needs

We recognise that disability and additional learning needs are not interchangeable and that each child's circumstances must be considered individually.

Where staff identify a possible additional learning need, they discuss their observations sensitively with the parent or carer and follow the setting's inclusion and ALN arrangements.

We work with families and relevant professionals to support participation, share information appropriately and contribute to agreed support arrangements within our role.

Inclusive play and learning

We provide activities, books, toys, displays and other resources that reflect different identities, cultures, languages, abilities and family structures.

Staff:

- Challenge stereotypes and avoid assumptions about children's interests or abilities.
- Adapt activities so that children can participate meaningfully.
- Support children to express their views and make choices.
- Respond to questions about difference honestly and in an age-appropriate way.
- Review resources for discriminatory or misleading content.

We support Welsh language development in ways appropriate to our provision and value children's home languages and communication methods.

Anti-racist practice

We actively challenge racism and help children develop respectful relationships and a positive sense of identity.

Staff respond to racist language, behaviour and stereotyping when they occur. Responses take account of the child's age and understanding while making clear that hurtful or discriminatory behaviour is unacceptable.

We support anyone affected, work with families where appropriate and review whether changes to resources, routines or staff practice are needed.

Working with families

We welcome families with different backgrounds, beliefs and circumstances.

We ask about communication preferences and provide accessible information or arrange language support where reasonably needed.

Families can contribute their views without being expected to represent a whole culture or community. A family's ability to attend events, volunteer or make financial contributions does not affect how their child is treated.

Religious and cultural needs are discussed respectfully alongside children's welfare, safety and the rights of others.

Recruitment and employment

Recruitment, training, promotion and employment decisions are based on relevant skills, experience and the requirements of the role.

We use fair selection criteria, consider reasonable adjustments and challenge discriminatory conduct in the workplace.

Staff receive induction on this policy and further training according to their responsibilities and identified needs. The Person in Charge maintains training records and reviews understanding through supervision and discussion.

Employment concerns are managed through the relevant grievance, disciplinary and whistleblowing procedures.

Reporting and responding to concerns

Children, families, staff and visitors can raise concerns with Mr. Gocher (Manager & Responsible Individual) verbally or in writing. Support is available to help someone explain their concern.

Where a concern involves the Manager & Responsible Individual, it should be reported to Mrs Stephens (Responsible Individual & Trustee Chairperson (01244 550838 or jbmail@hwbcymru.net). Where that person is also involved, concerns should be directed to the trustees and management committee.

Staff who witness or receive a report of discrimination must:

- Take immediate action where needed to protect safety and stop harmful conduct.
- Listen respectfully and record the concern accurately.
- Inform the Person in Charge or alternative contact promptly.
- Follow safeguarding procedures without delay where a child may be at risk.

The person managing the concern will assess it promptly, arrange a fair investigation and keep those involved informed in accordance with the relevant complaints or employment procedure.

Records will include the concern, action taken, findings, support provided and any follow-up required. Information is shared only with those who need it, subject to safeguarding and other legal obligations.

Appropriate action may include support, changes to practice, further training or action under the setting's behaviour, complaints or disciplinary procedures.

No one must be disadvantaged for raising a concern in good faith, supporting another person's complaint or participating in an investigation.

Monitoring and review

The Person in Charge reviews concerns, feedback, participation barriers and agreed adjustments to identify improvements.

Any personal information used for monitoring is necessary, proportionate and handled in accordance with our data protection arrangements. Care is taken where small numbers could identify individuals.

This policy is reviewed at least annually and sooner following a significant incident, changes in provision or updated requirements. Staff and families are informed of relevant changes.This policy should be read alongside our admissions, safeguarding, inclusion and ALN, parental involvement, complaints, recruitment, grievance, disciplinary, whistleblowing and data protection policies.