



9.1 Valuing Diversity and Promoting Inclusion and Equality

1) Purpose

We are committed to anti-discriminatory practice, equality of opportunity and valuing diversity for all children and families who use the nursery.

2) Main rule / nursery commitment

- The nursery is fully inclusive and recognises that children and families come from a wide range of backgrounds, family structures, beliefs, languages and life experiences.
- We challenge and eliminate discrimination linked to protected characteristics under the Equality Act 2010: age, sex, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, disability, sexual orientation, and religion or belief.
- Where possible, we take positive action to support disadvantaged or under-represented groups.

3) Procedures / what staff must do

- Admissions are open and fair. Information is provided clearly and, where possible, in other languages or formats. Places for siblings are prioritised.
- The nursery makes reasonable adjustments so disabled children and adults can take part fully.
- Discriminatory, prejudiced, xenophobic, harassing or victimising behaviour by staff, volunteers or parents is challenged immediately and may lead to exclusion from the premises or further action.
- Recruitment is fair, open to applicants from all backgrounds and monitored for accessibility and fairness.
- Staff receive training to strengthen inclusive and anti-discriminatory practice and to safely administer medicines or invasive procedures where needed.
- The curriculum promotes confidence, self-esteem, empathy, mutual respect, tolerance, positive self-image and respect for difference.
- Resources reflect a wide range of communities and avoid stereotypes.
- Children learning English as an additional language, disabled children and children with special educational needs are supported fully, including support for home languages where possible.
- Access audits and reasonable adjustments help make the environment and curriculum accessible for all.
- The nursery works with all family structures, encourages fathers and other carers to be involved, supports inclusion for families who speak other languages and may offer flexible payment arrangements or information about financial support where possible.
- Meetings and information are arranged in accessible ways to include as many families as possible.
- The policy is reviewed annually and the nursery keeps a complaints procedure and complaints summary record.

4) Policy details

- Provider: Aspire Day Nursery Ltd



- Adopted: May 2015
- Date last reviewed March 2026
- Signed by: C Moxon
- Name of signatory: Christine Moxon, Role: Manager