**Teeny Tots Day Nursery**

**Equality and Diversity Policy**

Teeny Tots Day Nursery is committed to equality of opportunity in every aspect of its activities. We will ensure equality of opportunity both as an employer and as a provider of quality child care.

**In accordance with the Equality Act 2010, we encourage and support the development of a society in which:**

* Peoples ability to achieve their potential is not limited by prejudice or discrimination
* There is respect for and protection of each individuals human rights
* There is respect for the dignity and worth of each individual
* Each individual has an equal opportunity to participate in society, and
* There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

It is our policy to provide equality for all, irrespective of:

* Age
* Gender reassignment
* Disability
* Race
* Religion or belief
* Sex
* Sexual orientation
* Marriage and civil partnership
* Pregnancy and maternity

Teeny Tots Day Nursery is responsible for ensuring that all children, staff and parents are aware of their rights and responsibilities with regard to equality.

We are committed to the following actions in order to fulfil this policy:

* Promoting an organisation where people are treated with respect and dignity and where no form of intimidation or harassment is or will be tolerated
* Taking reasonable steps to prevent any form of harassment, direct or indirect discrimination or victimisation
* Taking reasonable steps to make sure that no child, staff member, parent or job applicant is placed at a disadvantage by stipulated requirements or conditions
* Keeping records of age, ethnic origin, gender, social inclusion and disabilities of all those seeking care, training, employment or other services. Furthermore staff will be required to complete a DBS check and register for the online update service to ensure their suitability for the post.

**Considering the dignity of individuals**

Equal opportunities is about treating everyone fairly and ensuring that services and facilities are accessible to all. It encompasses the methods of work, attitude and behaviour of all individuals. Teeny Tots Day Nursery will operate a ‘zero tolerance’ to any infringement of its equality and diversity policy and procedures.

All unlawful acts of victimisation shall be treated as disciplinary offences. Individuals can be held personally liable for acts of discrimination and/or victimisation which they commit, authorise, contribute to or condone. In serious cases, this may lead to dismissal.

Teeny Tots Day Nursery will treat all children with dignity, respect and as individuals in the provision of access to facilities, learning opportunities and support.

**Dealing with discrimination**

Teeny Tots Day Nursery will ensure every support and assistance is provided to those who consider they have been a victim of discrimination or victimisation.

Revised by: K. Jones

Review Date: 21st August 2019

Next review due: August 2020