



## Equality Policy

### Equality Statement

Creative Stars Day Nursery is a welcoming nursery where everybody is valued and where tolerance, honesty, co-operation and mutual respect are fostered. We are a multi-cultural inclusive nursery with both men and women employed within the setting.

We aim to promote equality, tackle any form of discrimination and actively promote harmonious relations in all areas of nursery life. We have a zero-tolerance approach to racism, radicalization and extremism. All children, parents, staff and children are to be treated equally and not discriminated against in any way.

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our nursery is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all the same.
- We celebrate different cultures and traditions
- We recognise that for some children extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are considered and involved in our decisions.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, race or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

**This policy was reviewed on: 21.07.26**

**Date of next review: 21.07.27**