Small Explorers
Bright Adventures

Small Explorers and Bright Adventures
Equality and Diversity Policy

1. Policy Statement

At Bright Adventures, we are committed to promoting equality, diversity, and inclusion in all aspects of our provision. We value and respect every individual and strive to create a welcoming, inclusive environment where all children, families, and staff feel valued, safe, and supported regardless of their background, identity, or circumstances.

We actively promote inclusive practices and challenge discrimination to ensure that every child has the opportunity to thrive and reach their full potential.

2. Aims and Objectives

- To provide an inclusive setting where everyone is treated with respect and dignity.
- To ensure that all children have equal access to learning opportunities, experiences, and resources.
- To celebrate and value the diversity of our community and reflect this in our curriculum, activities, and displays.
- To ensure staff understand and uphold our commitment to equality and diversity through training and practice.
- To work in partnership with families to understand and respect individual backgrounds, cultures, beliefs, and needs.

3. Legal Framework

This policy is based on and complies with the following legislation and guidance:

- **Equality Act 2010**
- **Children and Families Act 2014**
- **SEND Code of Practice (2015)**
- **Human Rights Act 1998**
- **EYFS Statutory Framework**
- **UN Convention on the Rights of the Child**

4. Inclusion and Access

We ensure that:

- Our building, activities, and resources are accessible to all children and families, including those with SEND or mobility needs.
- Activities are adapted and differentiated to meet individual learning styles, abilities, and interests.
- Cultural and religious diversity is reflected in the planning of activities, celebrations, and the curriculum.
- All children feel a sense of belonging and are supported to build positive relationships with peers and staff.

5. Admissions and Recruitment

- Our setting is open to all children and families regardless of ethnicity, religion, gender, language, disability, sexual orientation, or family background.
- We monitor our admissions and recruitment processes to ensure they are fair and free from bias.
- Employment and promotion opportunities are based on merit and suitability for the role.

6. Preventing Discrimination and Harassment

- We do not tolerate any form of discrimination, bullying, or harassment.
- All incidents of discriminatory behaviour are taken seriously and dealt with promptly in line with our Behaviour and Safeguarding policies.
- Staff are trained to recognise and challenge discriminatory attitudes and language.

7. Responsibilities

- **Management** is responsible for ensuring this policy is implemented and regularly reviewed.

- **Staff** are expected to model inclusive behaviour, challenge inequality, and support all children appropriately.

- **Parents and carers** are encouraged to share their knowledge and experiences to enrich our setting and support inclusion.

8. Monitoring and Review

This policy will be reviewed annually or sooner if there are changes in legislation or best practice. We will regularly assess how well we are meeting our equality objectives through feedback, observations, and reflective practice.

Reviewed: 15/April/ 2025
Next Review Due: 15/April/2025
Approved by: Samantha Blakeman