

Equality & Diversity Statement

Our Equality and Diversity Statement has been developed in accordance with the Equality Act 2010. We treat each individual as a person in their own right and do not discriminate against them in regard to the nine protected characteristics of the Equality Act as set out below:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion and Belief
8. Sex
9. Sexual Orientation



We will not discriminate nor shall we allow others to discriminate against children, members of staff, visitors, students or parents. Should such behavior transpire from a member of staff or a student, Peques will treat such incident as gross misconduct, which would be subject to the company's disciplinary procedure. Should a parent/carer instigate such an incident, they will be refused access to the premises and thus it will be their responsibility to arrange drop off and collection for the child.

We respect different cultures and religions in the community that we serve and celebrate special occasions and religious festivals, discuss cultural differences and educate the children in acceptance for all. Every child, parent, visitor and member of staff whether permanent or temporary are treated equally respecting their dignity and individuality.

Learning and experiencing exposure to different cultures, languages and customs provides a great benefit for both children and adults and such exposure will assist society to be more tolerant and accepting.

Being a multi-lingual nursery, we pay specific attention to the children's understanding of their surroundings. Many of our children have a multitude of different nationalities and for that reason, we use props and language repetition and develop such activities that will integrate them and assist them to develop the English, Spanish and Mandarin languages whilst respecting their own nationality.

We have a trained designated Equality and Diversity Officers in all our settings, who take responsibility for the following:

- Check that all planning, activities, display, toys, books and resources meet adequate requirements to ensure a diverse infusion and cultural friendliness.
- Check that there is a welcome poster at the setting written in all different languages.
- Ensure that all labels are in the three languages: English, Spanish and Mandarin.
- Ensure that all different cultural festivities are celebrated throughout the year
- To act corporately at all times and lead on nursery's initiatives as directed.
- To ensure that the events calendar is in place and reflects awareness days as well as cultural days.
- To attend necessary training related to Equality and Diversity and sharing new updates with the management and staff.
- To observe working practices / regulations and in particular to comply with the nursery's Equality and Diversity Policy.
- To inform the manager should any staff member, parent or visitor require guidance for not complying with the equality & diversity policy
- To initiate a disciplinary meeting with the support of the Nursery Manager should it be necessary
- To ensure continuous development of Equality and Diversity at the nursery