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Equality & Diversity Policy

Policy Statement

This Equality & Diversity Policy has been developed in accordance with the **Equality Act 2010**. Peques is committed to treating every individual as a person in their own right and to promoting an environment in which equality, diversity, and inclusion are actively upheld.

Peques does not discriminate, directly or indirectly, on the basis of any of the nine protected characteristics defined in the Equality Act 2010:

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

Discrimination of any kind will not be tolerated. This commitment applies to all aspects of nursery life, including care, employment, partnerships with parents, and interactions with visitors and external professionals.

Any discriminatory behaviour by a member of staff or a student will be treated as **gross misconduct** and managed in line with the company's disciplinary procedures. Where such behaviour originates from a parent or carer, access to the premises will be refused, and responsibility for alternative drop-off and collection arrangements will rest with the parent or carer concerned.

Scope

This policy applies to **all children, staff members, students, parents, carers, visitors, and contractors**, whether permanent or temporary, across all Peques settings.

Compliance with this policy is mandatory and forms part of Peques' wider safeguarding, conduct, and professional standards framework.

Equality, Diversity and Inclusion in Practice

Peques respects and values the diverse cultures, religions, languages, and backgrounds of the community it serves. We actively celebrate cultural and religious festivals, explore differences through discussion and learning, and educate children in acceptance, respect, and inclusion.

Every child, parent, visitor, and member of staff is treated equally, with dignity and respect for their individuality. Exposure to different cultures, languages, and customs is recognised as a valuable learning experience for both children and adults and as a foundation for building a tolerant and inclusive society.

As a multilingual nursery, Peques pays particular attention to children's understanding of their surroundings. Many of our children come from a wide range of national backgrounds. To support their inclusion and development, we use props,

repetition of language, and carefully planned activities to support communication in **English, Spanish, and Mandarin**, while respecting and valuing each child's cultural and national identity.

Roles and Responsibilities

Each Peques setting has a **trained Designated Equality and Diversity Officer**, who is responsible for:

- Ensuring that planning, activities, displays, toys, books, and resources reflect diversity and cultural inclusion
- Checking that welcome posters are displayed in multiple languages
- Ensuring that labels throughout the setting are displayed in English, Spanish, and Mandarin
- Coordinating and supporting the celebration of a wide range of cultural and religious festivals
- Acting cooperatively at all times and leading on equality and diversity initiatives as directed
- Ensuring that an events calendar is in place and reflects awareness days and cultural celebrations
- Attending relevant equality and diversity training and sharing updates with management and staff
- Observing working practices and ensuring compliance with this policy
- Informing the Nursery Manager where guidance or intervention is required due to non-compliance
- Supporting the Nursery Manager in initiating disciplinary procedures where necessary
- Promoting the continuous development of equality and diversity practice within the nursery

This policy should be read in conjunction with:

- Company Code of Conduct Policy
- Safeguarding Children Policy & Procedure
- Visitors Policy
- Safer Recruitment Policy
- Partnership with Parents Policy
- Complaints Policy & Procedure
- Special Educational Needs & Disabilities (SEND) Policy & Procedure

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Approval route: Head Office