



Equality and Diversity Policy for Little Dino Playgroup

Policy statement

Little Dino Playgroup is committed to equality of opportunity for every child and family. We aim to create a safe, welcoming, and inclusive environment in which all children and their families are valued, regardless of protected characteristics. We will actively challenge discrimination, promote inclusion, and provide accessible and appropriate opportunities for all children to learn and develop.

Scope

- Applies to: owners, managers, all staff, volunteers, sessional workers, trainees, and contractors.
- Applies to: all children and families using Little Dino Playgroup, including prospective families.
- Applies to: all activities and services provided by Little Dino Playgroup (reception, play, learning, outings, events, communications, and paperwork).

Legal framework

- Equality Act 2010: protects people from discrimination, harassment, and victimisation on grounds of protected characteristics; requires us to make reasonable adjustments to avoid disadvantaging people with disabilities.
- SEND Code of Practice: positive inclusion and early identification of special educational needs and disabilities.

- Other relevant legislation: safeguarding, data protection, and health and safety requirements still apply.

Our commitments

- We will not discriminate or harass anyone on the basis of protected characteristics, including age (within the child/adult context), disability, gender identity, race, religion or belief, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership.
- We will actively promote equality of opportunity and good relations between people with different backgrounds.
- We will provide reasonable adjustments to enable full participation for children with disabilities or additional needs.
- We will use inclusive language, diverse resources, and a broad range of experiences to reflect the diversity of the community we serve.
- We will monitor practice and review policies to ensure effectiveness and continuous improvement.

Protected characteristics (as defined by the Equality Act 2010)

- Age (applies to children within the playgroup and to adult carers)
- Disability
- Gender reassignment
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership (in relation to service delivery and equal treatment)

Non-discrimination and harassment

- We will not tolerate direct or indirect discrimination, harassment, or victimisation.

- Examples of unacceptable behaviour include insults, slurs, stereotypes, bullying, or exclusion on the basis of any protected characteristic.
- Any complaints or concerns will be treated seriously, investigated promptly, and dealt with in a sensitive and confidential manner.

Admissions and inclusive practice

- We welcome children and families from all backgrounds and capabilities.
- Applications and enrolment information will be accessible and available in suitable formats; staff will provide interpreting or translation support where reasonable.
- We will consider access needs and provide reasonable adjustments to help children participate fully (see below).

Reasonable adjustments

We will make reasonable adjustments to remove barriers for children with disabilities or additional needs, including but not limited to:

- Adapting the environment (e.g., clear spaces, low sensory-friendly areas, accessible equipment).
- Providing materials and activities with varied formats (visual timetables, picture cards, bilingual resources, simplified language).
- Flexible staffing or support for children who require additional assistance.
- Ensuring information is available in accessible formats and languages where needed.

Curriculum, learning and play

- The Curriculum and activities will reflect diversity and promote respect for differences.
- Staff will plan inclusive activities and adapt tasks to meet diverse needs without singling out or stigmatising any child.
- All children will have opportunities to learn about different cultures, family structures, abilities, and beliefs through play, stories, and role models.
- Positive behaviour management will be inclusive and non-discriminatory.

Staff roles and training

- All staff and volunteers will receive training on equality, diversity, and inclusion as part of induction and ongoing professional development.
- Staff will model inclusive language and practice; safeguarding and welfare considerations remain paramount.
- Recruitment and selection (if applicable) will be fair and non-discriminatory; checks (e.g., DBS) will be carried out in line with legal requirements.

Partnership with families

- We will communicate openly with all families and involve them in planning to meet individual needs.
- Parents and carers will be informed about our equality and inclusion commitments and how to raise concerns.

Safeguarding

- Our safeguarding policy remains integral to our equality and inclusion work. Any concerns about a child's welfare or potential abuse must be reported and handled according to safeguarding procedures.
- We will ensure safe, inclusive relationships between staff and children, and no form of harassment or exclusion will be tolerated.

Data, records and confidentiality

- Information about children and families will be stored securely and used only for legitimate purposes, in line with data protection legislation.
- Records of incidents or complaints related to equality or discrimination will be kept and handled confidentially, with appropriate follow-up actions.

Complaints and grievance procedure

- If a child, parent, or staff member experiences or witnesses discrimination or harassment, they should report it to the setting's manager or designated safeguarding lead using the complaints procedure.
- We will acknowledge complaints promptly, investigate impartially, and take appropriate action.

- Parents and carers have a right to raise concerns externally if they are not satisfied, following local authority or regulatory guidance where applicable.

Monitoring and evaluation

- We will monitor the effectiveness of this policy through feedback from staff, parents, and children (as appropriate), and through review of incidents, exclusions, or complaints.
- An annual or biennial policy review will be conducted to ensure it remains current and effective.

Accessibility plan (brief note)

- We will strive to improve physical accessibility and communication with families who need additional support.
- Any changes to accessibility will be planned and costed as part of the setting's development pathway.

Review

- This policy will be reviewed at least annually, or sooner if legal requirements or circumstances change.

Approval

- This policy was approved by the management of Little Dino Playgroup on 7th September 2025
- Next review date: 8th September 2026