

Equal Opportunities Policy

Clowns Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Focus: To ensure that individuality is respected
Provide children with new experiences

At Clowns we believe that no child, individual or family should be excluded from the nursery on the grounds of age, gender, sexual orientation, class, family status, ability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help at Clowns have an equal chance to do so while abiding by our policy statement.

We recognise that many different types of family successfully love and care for their children. We aim to provide every opportunity for children to reach their full potential and through this help children to develop a positive self-image.

At Clowns Nursery we endeavour to always meet the Equality Act 2010 requirement that no child or family is discriminated against in terms of the protected characteristics: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership.

The range of equipment, activities and food presented to the children will promote our policy. We aim to celebrate and/or acknowledge a variety of festivals in order to promote our commitment. Many opportunities are taken through discussions, project work and through incidents, as they occur, to realise the aims of our policy.

We ask all parents/carers to help us by supporting this policy and by following it with the children outside the nursery.

Clowns is committed to recruiting, training and promoting staff on the basis of occupational skills requirements. To this end, we ensure that no job applicant or employee will receive less favourable treatment because of age, gender, sexual orientation, class, family status, ability, colour, ethnic origin, culture, religion or belief, which cannot be justified as being necessary for the safe and effective performance of their work or training.

We will provide a secure environment in which all our children can flourish, and all contributions are valued.

We will strive to continually improve our knowledge and understanding of issues of equality, inclusion and diversity, and will regularly review, monitor and evaluate the effectiveness of inclusive practices to ensure they promote and value diversity and difference, and that the policy is effective, and practices are non-discriminatory.

The legal framework for this policy is based on the Equality Act 2010 that merged the following legislation:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006

- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007.

Reviewed 27th August 2025