

Peapod Nursery School



Equality and diversity policy

The Peapod Nursery School has a duty to all staff and children under the Equality Act 2010, to ensure we promote equal opportunities in the setting eliminating discrimination and harassment. We aim to build good relationships with all the people who use the setting regardless of their background or beliefs.

The setting welcomes all children from all races and religions, with additional needs and other disabilities giving the support and flexibility to all needs. All children are equal and unique. We understand and embrace differences with an open mind. Supporting children's learning in a wide range of ways of life, including cultural, religious, social and to respect the life choices of others. The Peapod works closely with parents and other professional bodies in order to improve the quality and diversity of the children. An Equal opportunity environment provides a non-discriminatory approach to people, regardless of age, gender, religion and sexual orientation. Also, disability, personality or situation. We celebrate our diversity and teach children to respect and value each other, being tolerant and having good and positive relationships. To learn turn taking and being kind without preference or discrimination. The setting follows an equal employment policy stating we will recruit based on the right candidate, regardless age, gender, race or religion. All staff are expected to be open and respectful to all adults and children in the setting.

By not complying with the legislation and codes of practice we are taking away the basic rights of the individuals and legal action can be given in serious circumstances

The setting has no catchment area set so children are welcome from anywhere in Andover. Children are welcome from all races and religious backgrounds.

All children are equal and individual. Equality is not about treating everyone the same, but to understand and embrace their differences with an open and tolerant mind.

Children within the Peapod will be exposed to, and educated about a wide range of ways of life, including cultural, religious and social, and to respect the life choices of others.

Children with additional needs will be welcomed and supported in a flexible environment which can be tailored around the child's individual needs. The staff will attend training courses required to support both the child and their parents.

The Peapod works closely with parents and other professional bodies in order to improve the quality and diversity of the child's time at the Peapod.

An equal opportunity environment involves taking a non-discriminatory approach to people, regardless of age, race, gender, religion, and sexual orientation. But people will also not be discriminated against due to disability, personality or situation, including pregnancy and parenthood.

All staff must foster an environment which promotes others to feel good and positive about themselves, and to embrace the differences of others.

The setting welcomes families from all areas of the community and our admissions policy is not to discriminate and offer places on a first come, first served basis.

We celebrate our diversity in the setting and teach children to respect and value each other by teaching tolerance and positive relationships. We teach turn taking and being kind without preference or discrimination.

The setting follows a equal employment policy, as set out in the staff policy, stating we will recruit based on the right candidate for the job, regardless of the applicants age, gender, race, religion.

All staff are expected to be open and respectful to all staff, children and parents, and anyone else the may come into contact with through their role in the setting.

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Dealing with equality related incidences.

The setting is against any form of prejudice. The setting offers training to all staff to assist them with understanding their duties regarding Equality and Diversity Any incident will be addressed through education and support.

Parents are required to respect the setting's policy and are asked to be open and tolerant to others attending the setting.

If there is an incident involving equality in the setting it must be brought to the attention of the management to be dealt with appropriately.

Staff must engage with parents regarding equality and diversity, and work with the management to provide an equal and diverse environment for the children.