



Round and Round the Gardens Childcare

... the natural choice for your child.

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01932 355322

Company Director / Nursery Manager
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Company Secretary / Business Manager
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Equality & Diversity Policy

Round and Round the Gardens fully upholds equality in all aspects of its operation:

Equality Act 2010 -

incorporating 116 separate pieces of discrimination legislation.

Round and Round the Gardens recognises and respects that all children, parents or carers, visitors and employees are equal, and welcomes and includes all at Round and Round the Gardens regardless of race, nationality, disability, gender reassignment, pregnant or married, civil partnership, religion, belief, ethnic or national origin, sex (gender), sexual orientation or age.

As a nursery and staff team, we will always do all that we can to ensure equality is maintained at all times. Our approach will be formally discussed in staff induction and then provided as written expectations:

- ✓ We will aim to raise confidence in all children and adults regardless of their specific learning issues or disability.
- ✓ We protect the characteristics; race, nationality, disability, gender reassignment, pregnant or married, civil partnership, religion, belief, ethnic or national origin, sex (gender), sexual orientation or age. Everyone will have access to every aspect of the day and environment, with support if needed.
- ✓ We will ensure that all employees have an awareness of equality prohibiting discrimination, victimisation and harassment.
- ✓ We will ensure that no one is discriminated against in all areas of our nursery life.
- ✓ We value diversity and respect the importance of celebrating festivals from varied faiths and beliefs.
- ✓ We are aware of the importance of global citizenship.
- ✓ We will, under the Equality Act 2010, actively uphold equality for all protected characteristics and not condone any discrimination by any other person by ignoring such behaviour and seeming to approve.
- ✓ We understand the importance of positive non-stereotypical roles, images and opportunities.



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Eliminating discrimination and encouraging diversity from staff

R&RG CHILDCARE is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

To create an environment in which individual differences and the contributions of all our staff are recognised and valued.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Training, development and progression opportunities are available to all staff. Equality in the workplace is good management practice and makes sound business sense.

We will review all our employment practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct could lead to disciplinary proceedings.

This policy is fully supported by senior management and all employees (through induction).

The policy will be monitored and reviewed annually.

If you are unhappy with the approach of the company, staff, visitors or parents/carers at any time regarding equality, please follow our formal complaints procedure.

Updated: September 2016

Review: September 2017