



Happylands Nursery Equality, Diversity and Inclusion Policy

Guided by our values: Community • Comfort • Confidence • Challenge • Curiosity

Happylands Nursery is committed to promoting equality, diversity and inclusion in all aspects of our provision. We ensure every child, family, and member of staff is treated fairly, with dignity and respect, in line with the Equality Act 2010 and the Early Years Foundation Stage (EYFS).

Policy Statement

We create an inclusive environment where all children feel valued and supported. We actively challenge discrimination and promote positive attitudes towards diversity, ensuring equitable outcomes for all children.

Our Aims (Linked to our 5 Cs)

- Community – Promote respect, belonging and positive relationships
- Comfort – Ensure a safe, welcoming and inclusive environment
- Confidence – Support children to feel valued and capable
- Challenge – Remove barriers and support every child's progress
- Curiosity – Encourage understanding and appreciation of diversity

Implementation (What this looks like in practice)

- Inclusive planning that reflects children's backgrounds and experiences
- Adaptation of environments and activities to remove barriers
- Use of inclusive, respectful language
- Representation through books, toys, and resources
- Close partnership working with parents and professionals

Promoting British Values

We actively promote fundamental British Values including:

- Democracy – Listening to children’s voices and choices
- Rule of Law – Helping children understand boundaries
- Individual Liberty – Encouraging independence and decision-making
- Mutual Respect and Tolerance – Valuing differences and diversity

Protected Characteristics

We give due regard to the protected characteristics under the Equality Act 2010, including disability, race, religion or belief, sex, and other protected groups.

Inclusion and SEND

We are committed to inclusive practice. Strategies are adapted to meet individual needs, including children with SEND, working alongside families and professionals.

Safeguarding

Equality and inclusion are embedded within our safeguarding practice. We ensure all children are protected from discrimination and harm.

Monitoring and Review

This policy is reviewed regularly to ensure compliance with legislation and continuous improvement.

Last reviewed: April 2026

Next review due: April 2027