



SIMPLY PENDOYLAN

EQUAL OPPORTUNITIES POLICY

Statement of Purpose

We comply with the **Equality Act 2010** and promote equality, diversity, and inclusion in line with **Care Inspectorate Wales (CIW)** National Minimum Standards. We are committed to ensuring all children and families are valued, respected, and included.

Well-being

We support children's well-being by:

- Treating every child as an individual and with equal respect.
- Promoting a sense of belonging where all children feel safe, valued, and included.
- Supporting children to develop positive attitudes towards diversity.
- Ensuring all children can participate in activities appropriate to their needs and stage of development.

Care and Development

We:

- Provide inclusive play opportunities that reflect diversity and avoid stereotypes.
- Make reasonable adjustments to support children with Additional Learning Needs (ALN) and disabilities.
- Work in partnership with parents and professionals to meet individual needs.
- Promote positive behaviour and challenge discrimination, bullying, or harassment.
- Record and respond appropriately to any incidents of discriminatory behaviour.

Environment

We ensure that:

- The environment is welcoming, inclusive, and accessible where reasonably practicable.
- Resources and displays reflect diversity in society, including culture, language, gender, and disability.
- Children have access to a range of inclusive materials that promote equality and respect.

Leadership and Management

We:

- Implement fair and inclusive policies and procedures.

- Ensure all staff understand their responsibility to promote equality and challenge discrimination.
- Provide training in equality, diversity, and inclusive practice.
- Appoint a named person (Equal Opportunities Coordinator) to oversee this policy.
- Monitor practice and review this policy annually or in line with legislation.
- Maintain a clear complaints procedure for families.

Partnerships

We:

- Work in partnership with parents/carers, valuing their knowledge and input.
- Provide information in clear, accessible formats, including Welsh and other languages where possible.
- Respect and support diverse family backgrounds and circumstances.
- Encourage families to contribute to the setting and share their cultures and experiences.

Commitment

We have a zero-tolerance approach to discrimination. Any inappropriate behaviour or language by children, staff, parents, or visitors will be challenged and addressed promptly.