



Equality, diversity and inclusion policy

Version	1	2	3	4	5	6	7	8	9
Date:			28th Jan 2022	28th Jan 2024	1st August 2025				
Author:			Helen Farrow, Head of People	Lisa Roper Head of Training and Curriculum	Lisa Roper Head of Training and Curriculum				
Authorised by:			Helen Farrow, Head of People	Allan Presland Managing Director	Allan Presland Managing Director				
Review date:			28th Jan 2023	28th Jan 2023	1st August 2026				

Parenta is committed to encouraging equality, diversity and inclusion among our people, our learners and our customers, eliminating unlawful discrimination.

The aim is for our people to be truly representative of all sections of society, our learners and our customers, and for everyone to feel respected and able to give their best. Parenta, in delivering all our services, is also committed to preventing unlawful discrimination against customers or the public. This policy is promoted by our line managers and senior management team during new colleague induction, undertaking specific Equality and Diversity training, which is then refreshed annually as part of our mandatory CPD programme.

The policy's purpose is to:

- Provide equality, fairness and respect for all our people, whether temporary, part-time or full-time
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Parenta commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all people are recognised and valued

This commitment includes training managers, colleagues, employers and learners about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help Parenta provide equal opportunities in recruitment and employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All colleagues should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow staff members, learners, customers, suppliers and the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, learners, customers, suppliers, visitors, the public and any others in the course of Parenta's activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all colleagues, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Decisions concerning staff are based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion and in meeting the aims and commitments set out in the equality, diversity and inclusion policy



Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is formally reviewed annually and is supported by senior management.

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Colleague Handbook or from the People Team. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Parenta Solutions



SOFTWARE

NURSERY MANAGEMENT - ABACUS

- Save hours by reducing planning time by 50%
- Speedy invoicing to all parents and carers in minutes
- Instant view of all financial reports
- Manage payments and track debt

EYFS LEARNING JOURNEY TRACKER - FOOTSTEPS 2

- Record meaningful and detailed EYFS observations
- Improve essential safeguarding and save hours of time
- Reduce your workload and spend more time with the children
- Identify at a glance each child's development pathway

ONLINE DAILY DIARY - DAYSHARE

- Share every magical moment of each child's day with their parents and carers with our online diary software

PARENT PORTAL APP

- Bringing parents and carers closer to their child's day by providing a timeline of their progress
- Download Parent Portal App on Android or iOS



ONLINE CPD COURSES

No deadlines, no time restrictions, no classroom! Support your staff or further your professional development with our online CPD accredited courses



TRAINING

Increase employee motivation and keep staff for longer within your setting by offering training - the ideal tool for you to develop your team.

Parenta courses include:

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator
- Level 5 Early Years Lead Practitioner

PLUS ... Parenta offers a free recruitment service - no fees!



MARKETING SOLUTIONS

WEBSITE DESIGN

- Our childcare websites generate genuine interest and leads from parents and carers
- We specialise in designing and building childcare websites so you can rest assured that our team know what Ofsted and parents/carers are looking for

BRANDING & DESIGN

- Showcase your setting with branded products. From newsletters to logos and prospectuses to business cards, we take care of all your branding needs

SOCIAL MEDIA

- We assist you with setting up and using your social media accounts in no time to help you increase your setting's visibility

Working together for our children

 0800 002 9242

 hello@parenta.com

Follow us on social media @TheParentaGroup    

www.parenta.com

Parenta, Stratford House, Waterside Court, Neptune Way, Medway City Estate, Rochester, Kent, ME2 4NZ