

# Equality, diversity and inclusion policy

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Parenta
Working together for our children

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 - The Home of Early Years

**Growing a setting and a great childcare team shouldn't be hard - Parenta makes it simple. We're the UK's leading specialist apprenticeship training provider for the early years sector - helping nurseries recruit, train, and retain brilliant practitioners,**

**And it doesn't stop there. From nursery management software, business support that actually makes a difference, and expert free sector resources, Parenta is the partner your setting didn't know it needed.**

## EARLY YEARS TRAINING

Boost your team's motivation and keep staff for longer by offering them childcare training – the ideal tool for you to develop and retain your staff.

### TRAINING COURSES:

**Government Funded:**

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator – now with a 'Fast Track' option – 52 weeks + EPA
- Level 5 Early Years Lead Practitioner

**Qualification only courses:**

- L3 SEND Coordinator
- L5 Diploma for Senior Early Years Practitioners

## FREE RECRUITMENT

Our team of dedicated recruitment experts will help you find a suitable apprentice - **for free**. Once found, we will sign them up and get them started on their childcare course - providing one-to-one support throughout their training.

**Book a call with us today and discover how we can grow your setting**

## NURSERY MANAGEMENT SOFTWARE – ABACUS ADVANTAGE

- **Abacus Advantage** helps nursery managers and owners understand their money simply and clearly
- It combines **easy-to-use software**, covering all aspects of your nursery business
- Practical guidance and hands-on support to show you exactly where your income comes from, where the pressure builds, and what to do about it

**Book a free clarity call today**

## MARKETING SOLUTIONS

**Parenta designs and builds childcare websites that attract parents, impress Ofsted, and turn visitors into enquiries.**

- **Websites that work** - built by a team that knows childcare inside out.
- **Branding that means business** - from logos and prospectuses to newsletters and business cards, we create a look that makes your setting stand out and stick in people's minds.
- **Social media made simple** - we'll get you set up, show you what works, and help you build a visible, trusted presence that keeps your setting front of mind for local families.

**Contact our marketing solutions team**

## FREE RESOURCES FOR ALL THOSE WHO WORK IN CHILDCARE

**How To Guides**
Covering the common challenges you face whilst working in childcare, both for childcare practitioners and business owners.

**Free Webinars**
Early years experts share their insights, best practices, and valuable experiences LINK

**Parenta Blog**
Over 3000 articles covering all things early years, written by sector experts LINK

## Working together for our children

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