

The Hollies Childcare Facility Equality and Diversity Policy

Authoriser: Lynnette Collins

Responsible Individuals: Sarah Murray and Lynnette Collins

Registered Charity Number: 1196324

Issue/Draft	Date	Comments/Reason for Change
Draft A	25 th June 2018	Initial release for comment
Issue 1	1 st July 2018	Comments received from Management Committee
Issue 2	7 th June 2019	Annual Document Review
Issue 3	30 th March 2021	Annual Document Review
Issue 4	19 th October 2021	Amendment to include change of name of setting and Registered Charity Number
Issue 5	26 th September 2022	Annual Document Review
Issue 6	15 th September 2023	Annual Document Review
Issue 7	10 th September 2024	Annual Document Review
Issue 8	11 th September 2025	Annual Document Review

Glossary

Term	Definition
The Hollies	Refers to The Hollies Childcare Facility

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1.0 Purpose

The Hollies Childcare Facility will operate in accordance with the Equality Act 2010. The Hollies will ensure children, staff, parents and visitors are:

- a) all treated with respect without discrimination, and
- b) able to access the provision.

The Hollies Management Committee is aware of the requirements of the Act, namely the need to avoid discrimination of all people, including those with any of the nine protected characteristics:

- 1) age
- 2) sexual orientation
- 3) sex
- 4) pregnancy and maternity
- 5) gender reassignment
- 6) disability
- 7) race
- 8) religion or belief
- 9) marriage or civil partnership

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, religion or belief, or lack of religion and belief, age, gender, physical, sensory or mental disability, marital or civil partnership status, pregnancy and maternity, social class, sexual orientation, gender reassignment, employment status, and if they are HIV positive.

We are strongly committed to positive action to remove / counter discrimination in all aspects of our work - in our practice as employers, in the way we work with other organisations, and in all our work with children, families and others.

We aim to provide equality of access and opportunity for all children regardless of their ability, gender, race or background. We work to ensure that our expectations, attitudes, and practices do not prevent any child from reaching their potential.

The Hollies Childcare Facility policy aims to challenge discrimination in all areas of our organisation including employment, training, and admission to The Hollies and access to the resources, activities and facilities available. We aim to ensure that The Hollies reflects and meets the needs of the local community and incorporates equality and diversity into all areas of our work, celebrating diversity wherever possible.

We aim to make sure that:

- Both management committee and staff ensure that the services they plan and subsequently provide are accessible to everyone, by making reasonable adjustments as necessary/appropriate. All play opportunities are inclusive and guided by the Playwork Principles –
<http://www.playwales.org.uk/login/uploaded/documents/Playwork%20Principles/playwork%20principles.pdf>
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- This policy will be actively promoted through our decision-making, employment practices, play opportunities and service provision.
- We will strive to monitor the policy's implementation and its effectiveness in line with changes in legislation and guidance.
- All aspects of The Hollies Childcare Facility aim to reflect the diversity found within society.

In the event of any discriminatory behaviour being reported or observed, the following Hollies policies should be referred to and the relevant procedures followed:

- Complaint Policy
- Staff Disciplinary Policy
- Individual Needs Policy
- Staff Handbook
- Code of Conduct