



# Equality, Diversity & Anti-Discriminatory Practice Policy

Bijou Day Nursery & Crèche, Cowbridge

**Policy owner:** Nursery Manager / Rheolwr y Feithrinfa

**Version:** 2.0

**Last reviewed:** June 2026 / Mehefin 2026

**Next review:** June 2027 / Mehefin 2027

**Approved by:** Samantha Rennison, Responsible Individual / Unigolyn Cyfrifol

## 1. Policy Statement

Bijou Day Nursery & Crèche is committed to providing an inclusive environment that values and celebrates diversity. We believe that every child and adult is unique and has an equal right to be treated with dignity, respect and fairness, regardless of any protected characteristic.

This policy complies with the Equality Act 2010; Human Rights Act 1998; Children Act 1989 & 2004; United Nations Convention on the Rights of the Child; Additional Learning Needs and Education Tribunal (Wales) Act 2018; National Minimum Standards for Regulated Childcare (Wales) 2016; Curriculum for Wales 2022; and CIW guidance.

## 2. Legal Framework — Protected Characteristics

Under the Equality Act 2010, the following characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, nationality and colour)
- Religion or belief
- Sex
- Sexual orientation

## 3. Our Commitments

### 3.1 For Children

- Provide a welcoming, inclusive environment where all children are valued and can participate fully
- Challenge stereotypes and bias through resources, activities and everyday practice
- Celebrate cultural, religious and family diversity through stories, festivals, food, music and displays

- Ensure our environment and resources reflect the diversity of the wider world
- Make reasonable adjustments for children with disabilities or additional learning needs
- Support children to develop positive attitudes about themselves and others
- Promote the Welsh language and Welsh culture as part of our inclusive approach

### 3.2 For Families

- Welcome all families regardless of structure, background, faith, culture, language, or circumstance
- Ensure admissions, communications and services are accessible to all
- Provide information in Welsh and English as a minimum
- Offer interpreting support for families whose first language is not Welsh or English
- Respond sensitively to the individual needs of each family

### 3.3 For Staff

- Recruit, employ and promote staff on the basis of their skills, qualifications and suitability, irrespective of any protected characteristic
- Provide equal access to training and professional development
- Maintain a workplace free from discrimination, harassment and victimisation
- Take disciplinary action against any member of staff who discriminates

## 4. Anti-Discriminatory Practice

---

We actively challenge discrimination in all its forms:

- **Direct discrimination:** Treating someone less favourably because of a protected characteristic
- **Indirect discrimination:** Applying a policy or practice that disadvantages a group
- **Harassment:** Unwanted conduct related to a protected characteristic that violates dignity
- **Victimisation:** Treating someone badly because they have complained about discrimination

## 5. Monitoring & Review

---

- We regularly review our resources, activities and environment to ensure they are inclusive and representative
- Staff receive equality and diversity training as part of induction and ongoing CPD
- Any discriminatory incidents are recorded, investigated and acted upon
- This policy is reviewed annually

---

Bijou Day Nursery & Crèche

Responsible Individual: Samantha Rennison

CIW Registration: W15/00001742 · Company No. 11468667

---

48A Eastgate, Cowbridge, CF71 7AB · 01446 396 000 · cowbridge@bijou-nursery.com

CIW: W15/00001742 · Co. 11468667 · www.bijou-nursery.com