

### **Inclusion and Equal Opportunities Policy**

The Equal Opportunities policy of Grosvenor House applies to all people whether using or working within the setting.

We will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons.

Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable.

Grosvenor House values the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by taking account of children's varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. We promote individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. At the nursery we follow Equality Act 2010 and the SEN Code of Practice 2014 where two core duties apply to our early years setting: we don't treat a child or an adult with a disability 'less favorably' and we will make 'reasonable adjustments' for children and adults with a disability