



11 Equal Opportunities Policy

At Summertime, we are committed to promoting equality, inclusion and diversity in everything we do. We provide a welcoming environment where every child, family and staff member is treated fairly, with dignity and respect.

We follow the Equality Act 2010, Children Act 2004 and other relevant legislation and guidance. We do not tolerate discrimination, stereotyping or prejudice.

At Summertime, we will:

Ensure no child or family is excluded from activities because of age, gender, sexual orientation, disability, race, ethnicity, culture, religion or belief, family circumstances or any other protected characteristic.

Respect every child as an individual and recognise their abilities, needs and potential.

Provide inclusive activities, resources and equipment that reflect and celebrate the diversity of our society.

Avoid stereotypes and promote positive attitudes towards similarities and differences.

Make reasonable adjustments and provide appropriate support so that children with additional needs can participate fully.

Consider children's individual medical, dietary, cultural and religious needs.

Ensure recruitment and employment practices provide equal opportunities and do not discriminate unlawfully.

Challenge and respond appropriately to discriminatory language or behaviour, supporting children and adults to understand the impact of prejudice.

Record, monitor and address discriminatory incidents, involving the child's key person and SENCo where appropriate.

Use festivals, celebrations, stories and activities to help children develop an understanding and respect for different cultures and communities.

Work in partnership with parents/carers to ensure every child's individual needs are understood and supported.

All staff are responsible for promoting equality and inclusion and for ensuring that every child feels valued, respected and able to participate.

Cathy White
Manager
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