



DISABILITY EQUALITY POLICY

Created: January 2026

To be reviewed: January 2027

INTRODUCTION

The Little Learners Nursery Group (LLNG) is committed to the fair and equal treatment of all individuals regardless of disability, in line with its Equal Opportunities Policy. We recognise that choices, such as child admissions or staff recruitment, must be made using proper criteria, and we are opposed to creating unnecessary barriers. We comply with the Equality Act 2010 and aim to continually improve accessibility and provision for people with disabilities so that they may fully participate in nursery life. This will continue to be a key consideration in our future planning.

Children with disabilities may be more vulnerable to safeguarding concerns. Staff are trained to recognise and respond appropriately to any signs of abuse, neglect, or discrimination, in line with our Safeguarding and Child Protection Policy and the latest Keeping Children Safe in Education guidance.

DEFINITION

Disability is defined as the loss or limitation of opportunities for people with impairments to take part on an equal basis with others due to social or environmental barriers. Impairments or individual medical conditions, whether from birth, illness, or injury, become a disability because of the social and physical barriers that limit independence and equal opportunities.

PUBLICITY AND INFORMATION

Recruitment materials will clearly state that applications from prospective staff and students with disabilities are welcome. Information materials, such as the nursery prospectus, will include details of support and facilities available for people with disabilities where appropriate. The nursery website is designed to be accessible and easy to read.

HEALTH AND SAFETY

Nursery health and safety procedures will clearly address the needs of people with disabilities, including specific guidance for evacuation procedures and accessibility in all areas.

STAFF WITH DISABILITIES

Recruitment procedures allow applicants with disabilities to provide

information on their needs. Any discussion of support requirements will be separate from consideration of the applicant's suitability for the post. All candidates will be considered based on their abilities.

Reasonable adjustments to work practices or the workplace will be made wherever possible to enable disabled staff to perform successfully, including staff who acquire a disability while employed. Advice and support on employing disabled people is available from Barking and Dagenham Borough Council, occupational health, and external agencies. Person specifications for each post, including physical requirements, will be drawn up prior to advertising.

CHILDREN WITH DISABILITIES

Children with disabilities will be accepted where they can be safely accommodated and where the nursery has the resources to make necessary adjustments to staffing or the environment.

We work closely with parents and carers to ensure adjustments, support strategies, and developmental goals are agreed collaboratively.

In line with the Early Years Foundation Stage (EYFS) framework, we ensure that all children, including those with Special Educational Needs and Disabilities (SEND), have access to a broad and balanced curriculum. We follow the graduated approach (assess-plan-do-review) and work with families and external professionals to support each child's learning and development.

ACCESS TO THE CURRICULUM

As resources allow, the needs of disabled children are considered in the design, structure, and flexibility of teaching and care methods and materials. Staff will ensure their approaches do not create unnecessary barriers or difficulties for children with disabilities.

ASSESSMENT AND EXAMINATIONS

Special arrangements will be made for students with disabilities, including those with specific learning difficulties, to ensure they can demonstrate their capabilities. Methods of assessment may be modified accordingly.

STAFF DEVELOPMENT

Staff training programs will ensure all employees are familiar with the requirements of this policy and able to implement it effectively.

CONFIDENTIALITY

A suitable degree of confidentiality will be maintained in all matters relating to disability, adjustments, and support.

LOCAL AUTHORITY CONTACT – BARKING AND DAGENHAM

For guidance or support on implementing this policy, LLNG works in partnership with Barking and Dagenham Borough Council:

- **Early Years SEND Team:** 020 8593 4422
- **Email:** carers@carerscentre.org.uk
- **Website:**
<https://www.carerscentre.org.uk/services/iass-information-advice-support-service>

These contacts provide information, guidance, and advice on supporting children with SEND, ensuring each child's individual needs are addressed appropriately and inclusively. Nursery staff will liaise with the Early Years SEND Team as necessary to implement tailored interventions, access specialist resources, and coordinate support for families.