Beetley and District Preschool

Registered Charity: 1181636

Equality, Diversity and Inclusion

Policy Statement

At Beetley & District Preschool, we are committed to providing an inclusive environment where every child, family and member of staff is valued, respected and treated fairly.

We recognise and celebrate the individual differences, experiences, cultures, languages, beliefs, identities and family circumstances of the children and families who attend our Preschool. We aim to ensure that everyone feels welcomed, included and able to participate fully in preschool life.

We do not tolerate discrimination, harassment, victimisation or unfair treatment. We promote equality of opportunity while recognising that individuals may need different levels or types of support to access the same opportunities.

The Preschool Manager has overall responsibility for promoting equality, diversity and inclusion within the Preschool and for ensuring that this policy is implemented and reviewed. However, creating an inclusive environment is the responsibility of everyone working within our Preschool.

Understanding Equality, Diversity and Inclusion

Equality means ensuring that everyone has fair access to opportunities and is treated fairly, while recognising that some people may need additional support or adjustments to achieve this.

Diversity means recognising, respecting and valuing the differences between individuals, families and communities.

Inclusion means creating an environment where everyone feels welcomed, valued and able to participate fully, regardless of their individual circumstances or characteristics.

We recognise that treating everyone fairly does not always mean treating everyone in exactly the same way. We consider individual needs and make appropriate adjustments to help children, families and adults participate fully in preschool life.

Our Aims

We aim to provide a secure and welcoming environment in which all children can flourish and where everyone's contributions are valued.

We aim to:

- promote equality of opportunity and prevent discrimination
- value and respect the diversity of children, families and staff
- ensure that children and families feel welcomed, respected and included
- provide experiences and resources that reflect the diverse society in which children live
- challenge stereotypes and discriminatory attitudes
- make appropriate adjustments to enable children and adults to participate fully
- work in partnership with families to understand and respond to individual needs
- help children develop respect, empathy and understanding towards others

Creating an Inclusive Environment

We aim to make our environment accessible and welcoming to all children, families and visitors.

We consider the individual needs of children and adults when planning our environment, activities and routines. Where an individual experiences a barrier to participation, we consider what reasonable adjustments or additional support may be needed.

We recognise that inclusion may involve adapting activities, resources, communication methods, routines or the physical environment so that children can participate alongside their peers.

Where a child's individual needs require more specialist support, we work with parents and carers and, where appropriate, other professionals to identify suitable ways of supporting their participation.

Further information regarding support for children with additional needs can be found in our Supporting Children with SEND Policy.

Curriculum, Resources and Representation

We recognise that children develop their understanding of themselves and others through their everyday experiences.

Our curriculum, books, toys, displays, activities and other resources are selected and used to promote positive and respectful attitudes towards differences. We aim to provide children with opportunities to see themselves, their families and their communities represented positively, while also introducing them to people and experiences that may be different from their own.

We avoid resources and activities that reinforce negative stereotypes or present particular groups of people in a stereotypical or discriminatory way.

We value the diverse cultural, linguistic and family backgrounds of the children who attend our Preschool. Families are encouraged to share their traditions, languages, experiences and knowledge, helping children to develop respect and appreciation for the diversity of the world around them.

Our approach is not limited to particular celebrations or themed activities. We aim for diversity and inclusion to be reflected naturally throughout children's everyday experiences.

Working with Children and Families

We recognise that every child and family is individual and that families may have different circumstances, experiences, beliefs, cultures, languages and ways of life.

We build respectful relationships with children and families and listen to their views and experiences. Parents and carers are encouraged to share information about their child's needs, interests, experiences and family background so that we can provide appropriate and inclusive experiences.

We recognise that parents and carers know their child best and that working in partnership with families helps us understand how best to support each child.

We also recognise the valuable contribution families make to our understanding of diversity. Families may share aspects of their culture, language, occupations, traditions, interests and experiences with the children, helping to broaden children's understanding of the world around them.

Further information about working with families can be found in our Parental Involvement Policy.

Supporting Individual Needs

We recognise that children may experience barriers to participation for a variety of reasons. These may relate to disability, additional needs, communication, language, family circumstances or other individual factors.

We consider each child's individual needs and avoid making assumptions about what a child can or cannot do. Where appropriate, we adapt our approach, activities, resources or environment to support participation.

Where a child requires additional support, we work with parents and carers and relevant professionals to identify appropriate strategies and ensure that support is coordinated and responsive to the child's needs.

We recognise that providing equality of opportunity may mean providing different support for different children rather than expecting every child to access an experience in exactly the same way.

Preventing Discrimination and Promoting Respect

We expect children and adults within our preschool community to treat one another with kindness and respect.

We actively challenge discriminatory language, behaviour, stereotypes or attitudes. Where concerns arise, staff respond appropriately and sensitively, taking into account the individual circumstances and developmental stage of the children involved.

Children are supported to develop empathy, consideration for others and an understanding that people may have different experiences, characteristics, beliefs and ways of life.

Any concerns relating to discrimination, harassment or unfair treatment will be taken seriously and addressed appropriately.

Where behaviour involves safeguarding concerns, staff will follow our Safeguarding and Child Protection Policies as appropriate.

Staff Responsibilities and Training

Everyone working within our Preschool has a responsibility to promote equality, diversity and inclusion.

Staff are expected to model respectful and inclusive behaviour in their interactions with children, families, colleagues and visitors. They should be alert to barriers to participation, challenge discriminatory behaviour appropriately and consider how their own practice can promote inclusion.

We provide staff with appropriate guidance and training to support their understanding of equality, diversity and inclusion and to help them develop inclusive practice.

Equality, diversity and inclusion are considered as part of our wider staff development, supervision and ongoing evaluation of practice.

Our recruitment and employment practices aim to be fair, inclusive and non-discriminatory. Further information can be found in our Staffing and Employment and Safer Recruitment policies.

Admissions and Access

We aim to ensure that our admissions arrangements are fair, accessible and inclusive.

No child or family will be discriminated against because of a protected characteristic or their individual circumstances. We consider the needs of individual children and families when planning their access to our provision.

Further information about our admissions arrangements can be found in our Admissions Policy.

Related Policies

- Supporting Children with SEND
- Parental Involvement
- Safeguarding
- Child Protection
- Staffing and Employment
- Safer Recruitment
- Promoting Positive Behaviour
- The Role of the Key Person

Monitoring and Review

This policy will be reviewed annually, or sooner where changes to legislation, statutory guidance or Preschool practice make this necessary.

- **Policy reviewed on:** 20th June 2026
- **Next review due:** 20th June 2027
- **Reviewed by:** Hollie Durrant and Julie East

Date:	Review Date:
Signed:	Signed:
Print Name: (Chairperson)	Print Name: (Manager)