

Little Ducklings Pre-School

Inclusion & Equality

Issue A

Inclusion & Equality

This policy is based on the following government acts and guidance:

- Equality Act 2010
- Early Years Foundation Stage Statutory Framework 2025
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We promote equality and diversity within our setting, providing an environment that is inclusive to adults and children.

We aim to ensure that every child and adult will feel equally welcomed, valued and accepted.

Our Inclusion procedures

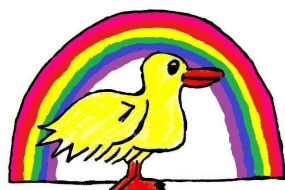
- Our setting is open to all members of the community, regardless of race, culture, religion, ability, or gender. Everybody will be supported and valued, with no discrimination.
- Our staff embrace cultural and family diversity, ensuring that activities and resources reflect our diverse society.
- All children are to be treated as individuals and supported with fairness at all times. They will have equality of access to learning and preferred format for communicating will be recognised e.g. Makaton/visual strategies.
- Children learning English as an additional language will be supported in their learning and have full access to the curriculum.
- We will ensure that children speaking languages other than English are supported and encouraged to maintain development of their home language.
- Every child will be assigned a 'Key person' to ensure that every child's care is tailored to meet their individual needs.
- We have a senior team member who is named the SENCO (Special Educational Needs Co-Ordinator). They complete regular audits to monitor our practices and provision.

Parent/carer partnership

- Regular parent stay and plays provide opportunities for the parents to be involved, sharing and contributing to their child's learning experiences.
- We ensure all parents/carers have access to information about the Pre-School, including activities, events and the child's developmental progress, to accommodate their individual needs. We use 'Tapestry' an online learning journey system to input observations on the children which parents can view online at home.

Discriminatory behaviour

- At the nursery we endeavour to prevent any form of discriminatory behaviour. We believe all children should always feel physically and emotionally secure.
- Any forms of discriminatory practice or behaviour (including direct, indirect, harassment and victimisation) should be reported to the management team initially. They will complete an incident report form and along with the chair of the committee, will address/monitor it in an appropriate way. If necessary, they will be registered with the local authority.
- We promote and encourage non-stereotypical behaviour and will challenge any discriminatory behaviour.
- If a child is involved in any discriminatory behaviour, the children's parents/carers will be informed of the incident in which their child has been involved and appropriate support will be implemented in the best interests of the child.



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Meal times

- Children bring in lunch boxes from home and all dietary requirements are adhered to.
- Children are introduced to a range of foods and are encouraged to socialise during mealtimes together at tables. We promote being polite and respectful to each other and encourage good table manners. They learn to be independent pouring their own drinks and self-serving their food.

Training

- All staff are required to adhere to and co-operate with the implementation of all policies. These are reviewed annually.
- We provide relevant training opportunities for staff to develop their knowledge of inclusive practices and equality. Continued professional development (CPD) is crucial to ensure best practice is met and maintained.
- We review our practices and ensure that our policy for promoting equality, diversity and inclusion is never compromised.

British values

- We aim to place the promotion of equality, diversity and British values at the heart of our work, incorporating it into our daily curriculum. The manager dedicates time to evaluate our environment and practices, ensuring we are providing the best possible outcomes to all of the children attending our nursery.
- The fundamental British values of democracy, individual liberty, mutual respect and tolerance, and the rule of law, are all embedded into everything we do.

Celebrating festivals and Special occasions

- We have a calendar of celebrations and festivals from around the world. This enables the children to have rich, meaningful experiences and learn purposefully. This gives the children an ideal opportunity to find out about the similarities and differences between cultures and communities. We also acknowledge many special occasions celebrated and use a wide variety of activities and enriching learning opportunities to make these events meaningful. We ensure that everyone has an opportunity to take part if they wish.

Signed on behalf of Little Ducklings Pre-School: _____

Position: _____