



Equality, Diversity and Inclusion Policy

At **Kids2Day Pre-School**, we are committed to promoting equality, celebrating diversity and fostering an inclusive environment where every child, family, member of staff and visitor is valued, respected and treated with dignity.

We believe that every child has the right to access high-quality early years education and care in an environment that is welcoming, inclusive and free from discrimination, harassment and victimisation. We are committed to ensuring that all children are supported to reach their full potential, regardless of their background, identity or individual circumstances. We celebrate diversity by reflecting children's backgrounds, cultures, identities and experiences throughout our curriculum and daily practice.

This policy is implemented in accordance with the **Equality Act 2010**, the **Special Educational Needs and Disability (SEND) Code of Practice (2015)**.

To promote equality, diversity and inclusion we will:

- Treat all children, families, staff and visitors with fairness, dignity and respect.
- Promote an environment where everyone feels welcomed, valued and included.
- Ensure no child or adult is discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, in accordance with the Equality Act 2010.
- Respect and celebrate children's individual identities, cultures, languages, religions, beliefs and family backgrounds.
- Promote positive attitudes towards diversity through our curriculum, resources, celebrations and everyday practice.
- Ensure our learning environment reflects the diversity of modern Britain and the wider world.
- Challenge stereotypes and encourage children to value and respect differences.
- Ensure our admissions procedures are fair, transparent and inclusive.
- Recruit, train and support staff through fair and non-discriminatory employment practices.
- Make reasonable adjustments to enable all children and adults to participate fully in preschool life.
- Work in partnership with families and other professionals to meet each child's individual needs.
- Regularly review our policies, practices and resources to ensure equality, diversity and inclusion remain embedded throughout the setting.

Promoting Inclusive Practice

We recognise that every child develops at their own pace and has unique strengths, interests and needs.

We will:



- Plan activities that are accessible and inclusive for all children.
- Adapt teaching approaches and the learning environment where appropriate.
- Provide a wide range of books, toys, displays and learning resources that positively represent different cultures, ethnicities, languages, abilities, family structures and communities.
- Support children who speak English as an Additional Language (EAL) while valuing and encouraging the use of their home language.
- Encourage children to develop empathy, kindness and respect for others.
- Listen to children's views and encourage them to make choices and express their ideas.

Challenging Discrimination

Kids2Day Pre-School has a zero-tolerance approach to discrimination, prejudice, harassment and bullying.

Any discriminatory language, behaviour or attitudes displayed by children, staff, parents, carers or visitors will be challenged respectfully and appropriately. Staff will use such incidents as opportunities to promote understanding, respect and inclusion while ensuring children feel safe and supported.

Where appropriate, incidents will be recorded and managed in line with our Behaviour Policy, Anti-Bullying Policy and Safeguarding and Child Protection Policy.

Children with Special Educational Needs and Disabilities (SEND)

We recognise that some children may require additional support to access learning opportunities and participate fully in preschool life.

Before a child starts at the setting, we will work closely with parents/carers and, where appropriate, other professionals to understand the child's individual needs and identify any reasonable adjustments required.

We are committed to providing an inclusive environment where children with SEND are supported to achieve the best possible outcomes alongside their peers.

Where additional funding or specialist support is required, we will work in partnership with families and relevant agencies to access appropriate services.

Special Educational Needs Coordinator (SENCO)

The Pre-School's SENCO is **Linzy Cooper**.

The SENCO is responsible for:



- Coordinating support for children with Special Educational Needs and Disabilities (SEND).
- Working collaboratively with families and external professionals.
- Monitoring children's progress and reviewing support plans.
- Supporting staff to implement inclusive practice.
- Ensuring the preschool's SEND Policy is effectively implemented.

All staff share responsibility for promoting inclusion and supporting children with additional needs.

Roles and Responsibilities

The Manager is responsible for:

- Ensuring this policy is implemented consistently.
- Supporting staff through training and professional development.
- Monitoring equality, diversity and inclusion across the setting.
- Reviewing the policy annually or sooner if legislation or guidance changes.

All staff are responsible for:

- Modelling inclusive and respectful behaviour.
- Challenging discrimination appropriately.
- Treating everyone fairly and with respect.
- Creating an environment where every child feels safe, valued and included.
- Reporting concerns relating to discrimination or inequality.

Working in Partnership with Families

We recognise parents and carers as children's first educators and value their knowledge and experience.

We will work in partnership with families by:

- Encouraging open communication.
- Respecting different cultures, beliefs and family structures.
- Providing information in accessible formats where possible.
- Seeking parents' views to help improve our inclusive practice.

Monitoring and Review

We will regularly review our policies, procedures, resources and learning environment to ensure they continue to promote equality, diversity and inclusion.

Any concerns relating to discrimination or unequal treatment will be investigated promptly and appropriate action taken.



This policy will be reviewed annually or sooner if legislation or guidance changes.

Related Policies

This policy should be read alongside the following:

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding and Child Protection Policy
- Complaints Policy
- Admissions Policy
- British Values Policy
- Staff Code of Conduct

This policy was adopted by: Kids2Day Pre-School	Date: 04.08.26
To be reviewed: August 27	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2026)*:
*Safeguarding and Welfare requirements: Introduction [3.1-3.3], special educational needs [3.77],
English as an additional language [1.14-1.15], Information for parents and carers [3.100]*