



Burpham Preschool: Equality, Diversity and Inclusion Policy

At Burpham Preschool, we are committed to creating an inclusive, welcoming and respectful environment where every child, family, staff member and visitor is valued and treated fairly. We believe that diversity enriches our preschool community and supports children in developing respect, empathy, confidence and a positive sense of identity.

We promote equality of opportunity and actively work to eliminate discrimination, harassment, victimisation and unfair treatment on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, nationality, or culture
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Family structure
- Language or additional needs

This policy supports our commitment to safeguarding and promoting the welfare of all children.

Aims

At Burpham Preschool, we aim to:

- Provide a safe, inclusive, and nurturing environment for all children.
- Ensure every child can participate fully in preschool life.
- Celebrate diversity and promote positive attitudes towards differences.
- Challenge discrimination, prejudice and stereotyping.

- Support children's individual learning and developmental needs.
- Work in partnership with parents, carers and the wider community.
- Ensure equal access to opportunities, resources, activities and experiences.
- Recruit, support and develop staff fairly and without discrimination.

Legal Framework

This policy is guided by relevant legislation and guidance including:

- The Equality Act 2010
- Children Act 1989 and 2004
- Special Educational Needs and Disability (SEND) Code of Practice
- Human Rights Act 1998
- Early Years Foundation Stage (EYFS) Framework
- United Nations Convention on the Rights of the Child (UNCRC)

Admissions and Access

We operate a fair and open admissions policy, ensuring that all families in our community have equal access to our services.

We will make reasonable adjustments to our environment, resources and routines so that children with Special Educational Needs and Disabilities (SEND) can fully participate in the curriculum.

Admission forms and procedures are designed to be clear, accessible and free of bias.

Promoting Equality and Inclusion

We will:

- Treat all children and families with dignity and respect.
- Provide a balanced curriculum that helps children develop a strong sense of identity, self-worth and empathy for others.
- Provide resources, books, displays and activities that reflect and promote non-stereotypical images and diverse cultures, languages, abilities and family backgrounds.
- Encourage children to value similarities and differences between people.
- Adapt activities and environments where needed to support inclusion and accessibility.

- Use inclusive and respectful language at all times.
- Ensure children with SEND or additional needs receive appropriate support.
- Promote positive role models from a wide range of backgrounds.
- Celebrate cultural events and festivals in an inclusive and respectful way.

Preventing Discrimination and Bullying

Discrimination, prejudice, bullying, harassment or exclusion of any kind will not be tolerated by children, staff or visitors.

Staff will:

- Challenge inappropriate comments, behaviour or stereotypes immediately.
- Support children in understanding kindness, fairness and respect.
- Record and respond appropriately to incidents of discriminatory behaviour.
- Work with families to resolve concerns constructively and sensitively.

Supporting Children with Additional Needs

We are committed to ensuring that children with disabilities, SEND, medical conditions or additional needs are fully included.

We will:

- Work closely with parents/carers and outside agencies.
- Make reasonable adjustments to support participation.
- Develop individual support plans where appropriate.
- Ensure all children can access learning opportunities and activities.

Working with Families

We value strong partnerships with parents and carers and recognise the diversity of family structures and backgrounds.

We will:

- Communicate respectfully and inclusively.
- Provide information in accessible formats where possible.
- Encourage families to share their traditions, languages and experiences.
- Listen to and respond to concerns fairly and promptly.

Staff Responsibilities

All staff are responsible for:

- Upholding this policy at all times.
- Treating everyone fairly and respectfully.
- Promoting inclusive practice in daily activities.
- Attending relevant equality, diversity, inclusion and safeguarding training.
- Reporting concerns or incidents of discrimination to management.

The preschool leadership team are responsible for monitoring implementation of this policy and ensuring compliance with legal responsibilities.

Recruitment and Employment

We are committed to fair and inclusive recruitment and employment practices.

We will:

- Recruit staff based solely on skills, qualifications, suitability and experience with no discrimination regarding protected characteristics.
- Provide equal opportunities for training and development.
- Prevent discrimination in recruitment, pay, promotion and working conditions.
- Support staff wellbeing and inclusion.

Reviewed: May 2026

Next Review: May 2027