

Equality and Inclusive Practice Policy

At Pavilion Preschool, we are committed to creating an environment where equality, diversity, and inclusive practices are fully embedded in all areas of our provision. We believe that every child, family, and staff member should feel valued, respected, and supported, regardless of their background, identity, or circumstances. This policy is underpinned by:

- The Equality Act 2010
- The Children and Families Act 2014
- The Special Educational Needs and Disability (SEND) Code of Practice 2015
- The Human Rights Act 1998
- The Early Years Foundation Stage (EYFS) statutory framework

Aims of the Policy

- To ensure that Pavilion Preschool actively promotes equality of opportunity and celebrates diversity.
- To eliminate discrimination, harassment, and victimisation.
- To provide an inclusive learning environment that supports the developmental needs of every child.
- To ensure all staff understand and implement inclusive practices in their daily interactions and planning.
- To work in partnership with families and the wider community to promote equity and inclusion.

We are guided by the following principles:

- Every child is unique and should be treated with dignity and respect.
- All children should have equal access to learning opportunities.
- Inclusive practice involves adapting our environment, curriculum, and approaches to meet the individual needs of all children.
- Children learn best in a diverse environment where their identity is reflected and valued.

Implementation

To uphold this policy, Pavilion Preschool will:

- Regularly review policies, procedures, and practices to ensure they reflect current equality legislation.
- Ensure all staff receive training on equality, diversity, and inclusive practice.
- Use inclusive language and materials that reflect the diversity of our community.
- Make reasonable adjustments to accommodate children with additional needs.
- Promote anti-discriminatory practice through staff role modelling, the curriculum, and daily interactions.
- Develop inclusive planning that considers the needs of children with SEND, EAL (English as an Additional Language), and other additional needs.
- Foster open communication with families, respecting cultural and linguistic backgrounds.

Monitoring and Evaluation

We will monitor the effectiveness of this policy through:

- Regular staff training and reflection.
- Observations of practice and curriculum planning.
- Feedback from children, families, and staff.
- Regular audits of the learning environment.
- Inclusion in self-evaluation and development planning.

Complaints and Concerns

Any concerns or complaints related to equality or inclusion should be addressed to the Manager or SENCOs. All concerns will be treated seriously and investigated promptly and fairly, following our Complaints Policy.

Review

This policy was adopted on 24/04/2025 and will be reviewed annually or in response to updates in legislation, guidance, or significant changes within the setting.

Signed by the Chair of Trustees.....

Signed by the Preschool Manager

