Equality, Diversity and Inclusion Policy

Policy Statement

At Pavilion Preschool, we are committed to promoting equality, valuing diversity and creating an inclusive environment where every child, family, staff member and visitor feels welcomed, respected and able to participate fully in preschool life.

We recognise that every individual is unique and has the right to be treated with dignity and respect, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

We actively challenge discrimination, prejudice and stereotypes and promote positive attitudes that help children develop respect, empathy and understanding for others.

Aims

We aim to:

- Provide a safe, secure and welcoming environment where every child can thrive.
- Ensure all children have equal opportunities to learn, develop and achieve their full potential.
- Treat all children, families, staff and visitors fairly and with respect.
- Celebrate diversity and recognise the value that different cultures, experiences and backgrounds bring to our preschool community.
- Challenge discrimination, prejudice and inappropriate language or behaviour.
- Ensure our curriculum reflects the diversity of modern Britain.
- Work in partnership with families to promote inclusion and equality.
- Ensure inclusion is embedded throughout every aspect of preschool life.

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Legal Framework

This policy is informed by:

- Equality Act 2010
- Children Act 1989 and Children Act 2004
- Special Educational Needs and Disability (SEND) Code of Practice (2015)
- Early Years Foundation Stage (EYFS) Statutory Framework
- Human Rights Act 1998
- United Nations Convention on the Rights of the Child (UNCRC)

Responsibility

The Operations Manager has overall responsibility for monitoring and implementing this policy and ensuring equality, diversity and inclusion are embedded throughout the setting.

All staff are responsible for promoting inclusive practice and challenging discrimination whenever it occurs.

Admissions

Pavilion Preschool welcomes all children and families within the local community.

We will:

- Operate a fair and transparent admissions procedure.
- Never discriminate against a child or family.
- Make information accessible wherever reasonably possible.
- Support families whose first language is not English.
- Ensure parents are aware of our commitment to equality and inclusion.

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Employment

We are committed to fair recruitment and employment practices.

We will:

- Recruit solely on merit against clear job criteria.
- Provide equal opportunities throughout recruitment and selection.
- Ensure interviews are conducted fairly and consistently.
- Monitor recruitment practices to identify and remove barriers.
- Provide equal opportunities for training, development and promotion.
- Carry out enhanced DBS checks and safer recruitment procedures in line with safeguarding requirements.
- Include equality, diversity and inclusion responsibilities within all job descriptions.

Staff Practice and Training

Staff are expected to:

- Treat everyone with dignity and respect.
- Promote positive attitudes towards diversity.
- Challenge discriminatory language, behaviour or attitudes.
- Model inclusive and respectful behaviour at all times.
- Maintain professional standards in all interactions.

We regularly review our practice and provide training to ensure staff remain knowledgeable about equality, inclusion, anti-discriminatory practice and unconscious bias.

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Inclusive Curriculum

Our curriculum reflects the diverse society in which children live and supports them to develop positive attitudes towards themselves and others.

We achieve this by:

- Ensuring every child feels valued and included.
- Providing equal access to learning opportunities.
- Using resources that positively represent different cultures, abilities, family structures and communities.
- Avoiding stereotypes in books, displays, toys and learning materials.
- Celebrating a wide range of cultural, religious and community festivals.
- Encouraging respect, kindness and empathy.
- Helping children understand that discrimination and unkind behaviour are unacceptable.
- Providing appropriate support for children with SEND.
- Supporting children who speak English as an additional language.

Working with Families

We value the diversity of families and recognise parents and carers as children's first educators.

We will:

- Welcome all family structures and backgrounds.
- Encourage families to contribute to preschool life.
- Respect home languages and cultural traditions.
- Work closely with parents to meet each child's individual needs.
- Ensure communication is accessible and inclusive wherever possible.

Festivals and Celebrations

We celebrate a wide range of festivals and significant events throughout the year to help children understand and appreciate different cultures and beliefs.

Where appropriate, families are invited to share traditions, celebrations and experiences if they wish to do so.

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Staff will seek guidance from families and reliable sources when introducing festivals or traditions that are unfamiliar to ensure they are represented accurately and respectfully.

Food and Dietary Requirements

We work in partnership with families to meet children's:

- medical needs
- religious requirements
- cultural preferences
- dietary needs

Children are encouraged to learn about different foods, traditions and mealtime customs while respecting the choices of others.

Meetings and Communication

We aim to ensure all families have opportunities to participate in preschool life.

Information will be shared through a variety of methods to meet the needs of our families and maximise accessibility.

Discrimination, Harassment and Bullying

Pavilion Preschool operates a zero-tolerance approach towards discrimination, harassment, victimisation and bullying.

Discriminatory language or behaviour from children will be addressed appropriately through our Behaviour Policy and used as an opportunity for learning and understanding.

Where discriminatory behaviour is displayed by an adult, the Preschool Manager will address the matter promptly and appropriately. Where necessary, advice or support will be sought from relevant agencies.

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This policy was adopted in November 2024
It will be updated annually or as required.
Last updated: 30.09.26

Signed by Chair of Trustees:

Signed by Operations Manager: