

Bizzie Lizzies Nursery and Pre School.

Nursery Ofsted URN- EY392303
Pre school Ofsted URN – 2549120
RP number - 906327

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Equality, Diversity and Inclusion

Introduction

We are committed to providing a safe, inclusive and welcoming environment where every child and family feels valued and respected. We celebrate diversity and ensure that all children have equal access to opportunities, regardless of race, religion or belief, culture, gender, language, ability, or family background.

This policy underpins our ethos of fairness, respect, and belonging. It ensures compliance with the **Equality Act 2010**, the **EYFS Statutory Framework**, and Herefordshire Safeguarding Children Partnership guidance.

Aims

- To provide equal opportunities for all children and families.
- To celebrate and respect differences in race, culture, religion, family background, and ability.
- To promote positive attitudes towards diversity, challenging discrimination and bias.

- To provide tailored support to ensure all children can access and benefit from learning and care.
 - To work in partnership with parents, carers, and the wider community to promote inclusion.
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Commitment to Equality and Inclusion

Race, Culture and Religion

- We actively promote respect and understanding of all races, cultures and religions.
- Resources, books and activities reflect a range of cultural backgrounds.
- Children are encouraged to share and celebrate their own traditions and beliefs.
- Staff challenge stereotypes, racist behaviour or language immediately and appropriately.

Special Educational Needs and Disabilities (SEND)

- We are committed to early identification and support for children with SEND.
- Individual plans and reasonable adjustments are made to meet children's needs.
- We work closely with parents and external agencies to ensure inclusive practice.
- Staff receive training to support children with a range of needs and abilities.

Socio-Economic and Financial Inclusion

- No child is excluded because of their family's financial circumstances.
- We provide clear information on fees, funding, and support with government schemes.
- Families facing hardship are treated with dignity and offered guidance to access available support.

Gender and Family Diversity

- We provide a non-stereotypical learning environment where children can explore freely.
- We respect and include children from all family structures, including single-parent families, same-sex parents, foster and kinship carers.

- Staff model inclusive language that recognises family diversity.
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Staff Practice

- Staff model inclusive attitudes and respect in all interactions.
 - Training is provided on equality, diversity, inclusion, and unconscious bias.
 - Recruitment and employment practices promote equality of opportunity.
 - Staff work in partnership with parents, valuing their role as the child's first educator.
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Challenging Discrimination

- Any incidents of discriminatory behaviour, language, or exclusion are taken seriously.
 - Staff will record incidents, inform parents, and take appropriate action.
 - Repeated or serious incidents will be reported to the Designated Safeguarding Lead (DSL).
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Monitoring and Review

- The nursery leadership team monitors practice, resources, and outcomes to ensure fairness.
 - This policy is reviewed annually or sooner if guidance or legislation changes.
 - Children's and families' views are considered in shaping our approach to inclusion.
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Linked Policies

- Safeguarding and Child Protection Policy
- SEND Policy
- Behaviour Management Policy
- Admissions Policy
- Complaints Policy