Equal Opportunities and Inclusion Policy

Policy Statement: At Little Elms preschool we uphold a strong commitment to equal opportunities, diversity, and inclusion, providing an environment where every child is respected, valued, and treated equitably. Aligned with the revised Early Years Foundation Stage (EYFS, September 2025), this policy ensures every child's holistic development is supported regardless of background, ethnicity, religion, or ability.

Legal Framework: This policy adheres to the Equality Act 2010, the United Nations Convention on the Rights of the Child (UNCRC), and current EYFS guidelines.

Promoting Equality and Diversity:

- Actively challenge discrimination, prejudice, and stereotyping to foster positive attitudes towards diversity.
- Create an inclusive and respectful environment celebrating the diverse backgrounds, cultures, and identities of all children and families.

Supporting Children with Additional Needs:

- Commit to making reasonable adjustments and individualised support to facilitate full participation and inclusion.
- Collaborate closely with parents and external professionals, such as therapists or educational specialists, ensuring tailored support for each child.

Curriculum and Resources:

- Provide a diverse and inclusive curriculum reflecting various cultures, identities, and abilities.
- Select and utilise resources, including books, toys, and materials, that positively represent diverse family structures, ethnicities, cultures, and abilities.

Language and Communication:

- Respect and value children's home languages and actively promote bilingualism and multilingualism.
- Use inclusive language practices that validate children's identities and enable authentic self-expression.

Partnership with Parents:

- Foster active collaboration with parents and guardians, acknowledging their vital role in promoting equality and inclusion.
- Regularly seek parental feedback and participation in creating inclusive strategies and supporting their child's unique needs.

Staff Training and Development:

- Regularly provide staff with training focused on equal opportunities, inclusive practices, recognising unconscious bias, and supporting children with additional needs.
- Cultivate continuous professional development and reflective practice, ensuring staff remain informed about best practices in inclusion.

Reviewed by Samantha Willers
Date: February 26