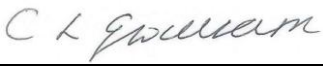





INCLUSION POLICY

- Worstead Parent, Baby & Toddler is here for the benefit of everyone and we want to ensure that all are made to feel welcome. Parents/carers and children who attend our group will be always treated with dignity and respect regardless of their sex, sexual orientation, marriage or civil partnership status, pregnancy or maternity status, race, culture, religion, age or disability.
- We believe that all families and children have the right to be included, and all families should be able to attend our group without fear of harassment or discrimination
- We value, listen to and respect all the families that attend our group and are committed to ensure equity of opportunity and access to the sessions.
- All group leaders and parents/carers are to encourage children to use any equipment they wish and not to stereotype
- Group leaders will work in partnership with families and other support services to ensure that the activities and resources offered meet the needs of the community and families.
- Where possible, adaptations and reasonable adjustments will be made to access, equipment and routines to enable everyone to participate in the session.
- We encourage families to share their culture and religion with us so that we can work together to create a more inclusive and welcoming environment at the group.
- Group leaders should be made aware of remarks or actions causing offense to any group members. Bullying, inappropriate or offensive comments are not acceptable and will be challenged in a non-aggressive way, reiterating our policy and the law.
- In the event of unwanted comments and behaviour, reassurance, comfort and support will be given to parents/carers and children affected.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Name:	Clare Gwilliam
Position:	Pre-school Manager
Signed	
Name:	Alicia Grix
Position	Committee Chair
Signed	
Date:	1 st September 2025
Date for Review:	31 st August 2026

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.