



## EQUALITY & INCLUSION POLICY

Worstead Pre-school is open to every family and child/children and promotes positive self-image and respects individuality, planning for all children and their individual needs regardless of gender, sexuality, means, family structure, ethnic origin, culture, religion or belief, social grouping, travelling community or asylum seeker. Everyone is unique and is treated with the upmost respect, we recognise the individual need and identities of all others, every effort is made for the children to be included and learn about different ethnic origins, cultures, religions and beliefs through multi-cultural toys, books, dressing-up clothes, cooking etc. Parents/carers are invited to share with the pre-school and children any traditions or customs associated with their origin. Norfolk Children's Services have interpreters for most languages and can be contacted for help and advice at any time.

- All children are welcome at Worstead pre-school, we try to ensure our practice meets with individual needs. There may be times when we seek other professional advice to ensure they receive the appropriate care.
- Provisions to meet needs and move forward with learning and development. All needs can be discussed with the Manager/SENCO in confidence with families and other professionals.

### **Inclusion**

All staff have a responsibility to promote inclusion in the following ways.

- To continue to raise staff awareness of inclusion via on-going staff development.
- To promote self-esteem, self-discipline and positive relationships.
- To encourage consistency of response to both positive and negative behaviour.
- To ensure that the preschools' expectation and strategies are widely known and understood.
- To encourage the involvement of both home and pre-school in the implementation of this policy
- To remove the barriers to learning and participation that can hinder or exclude individual children or groups of children and to include children in all aspects of the nursery life regardless of need.

*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.*

- 1, All children have a right of full access to early years education.
- 2, All children have the right to expect to learn in a caring considerate environment where staff and the children are all valued for their contribution to pre-school life.
- 3, The pre-school is committed to the early identification of children with special educational needs (SEN) and to adopting clear and open procedures which are outlined in the policy.
- 4, The pre-school is committed to working closely with parents who are involved in all decisions that affect their education.
- 5, The pre-school will provide the highest possible support and inclusive education for children with special education needs (SEN)

### **The Purpose**

- To meet the individual needs of children in our setting.
- To ensure that inclusion and Equal Opportunities are put into practice.
- To raise quality and standards.
- To recognise the rights of the child.
- To encourage parents and carers to use our provision.
- To increase awareness of inclusion and how this is put into practice at the preschool.
- To raise awareness of behaviour issues and how children should be integrated into nursery with behaviour problems.

### **The legal framework for this policy includes:**

- [Equality Act 2010](#)
- [Education and Training \(Welfare of Children\) Act 2021](#)
- [Childcare Act 2016](#)
- [Safeguarding disabled children - GOV.UK](#)
- [Race Relations \(Amendment\) Act 2000](#)
- [Sex Discrimination Act 1975](#)– since October 2010 this has been regulated by the Equality Act.
- [SEND code of practice: 0 to 25 years - GOV.UK](#)

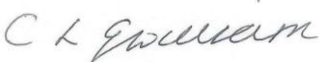
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We at Worstead pre-school will challenge any discriminatory behaviours or remarks made by staff, children and parents/carers. Should any discriminatory behaviour/remark come from the children; a member of staff, will try to resolve the situation through explanation and understanding in a positive way.

Worstead preschool promotes British Values by helping children to develop a positive sense of themselves, having a mutual respect for others so we can all share views, discuss similarities and differences, engage with a wider community, challenge stereotypical views and have an understanding of tolerant behaviours such as sharing and respecting other opinions.

We offer a range of experiences that will allow children to explore all language of feelings. Have responsibility, reflect on differences and understand we are free to have different opinions.

Our named Equal Opportunities Supervisors are Clare Gwilliam & Bethany Pilkington

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

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