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Document.	015	Inclusion Policy		
Revision	02	Approved By	Sophie Hanlon	Approval Date 06/09/23

Introduction to the policy:

Duchy Preschool and Playgroup aims to serve the whole community. It is vital that staff and families are aware of their responsibility; both moral and legal, to ensure the services they provide are accessible and inclusive of all families and children.

The Preschool understands that everyone is unique and different, and endeavours to facilitate participation in all of our activities and create a welcoming environment.

Staff are committed to promoting equality and valuing diversity by providing services which are accessible and relevant to children and families of all backgrounds and cultures within the local community. We respect and celebrate difference, and will promote the principles of tolerance, understanding, and respect for others. No one will be discriminated against including children and their families, staff members or visitors to the preschool on the grounds of:

- Age
- Disability
- Gender/Gender Reassignment
- Marital status
- Race
- Religion or belief
- Sexual orientation
- Social background

The legal framework for this policy is:

- Human Rights Act 1998
- UN Convention on the Rights of the Child 1998
- The Children Act 1989 & 2004
- The Equality Act 2006 & 2010
- Race Relations Amendment Act 2000;
- Special Educational Needs and Disability Discrimination Act 2001

The policy aims:

- Provide accessible services to all children and families within the local community
- Promote diversity and foster good relations between the various and diverse groups who use the preschool
- Eliminate discrimination by improving our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Advance equality of opportunity between the groups represented among families and staff
- Monitor and develop services to ensure they do not discriminate or exclude

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We meet our policy aims by:

Welcoming everyone

- We do not discriminate against anyone or refuse entry to our services on the basis of age, disability, gender reassignment, marital status, race, religion or belief, gender, sexual orientation or social background, such as being a member of a travelling community or an asylum seeker.
- We will take all reasonable steps to ensure that all children are able to participate in the activities offered by us and overcome any barriers to participation. This may relate to sensory or physical impairment, learning difficulties or emotional or social development, or may relate to factors in their environment. (see our Special Education Needs Policy).
- We take action against any discriminatory behaviour by staff or parents. Displaying openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Having staff who value diversity in families

- All staff are made aware of this policy as part of their induction, reviews and training
- Training in equality and diversity is available to all staff
- We welcome the diversity of family lifestyles and work with all families.
- Our staff work to create a friendly environment, with an open door policy, where parents/carers feel able to communicate and voice their opinions freely
- We encourage children and parents/carers to celebrate their identity
- We encourage children to contribute stories of their everyday life, for example through photo albums of our families, projects and general discussions
- We encourage parents/carers to take part through; Family, newsletters, Facebook, social and fundraising events

Working in partnership with Parents and Carers

- We listen and respond to views of the community
- Parents and carers are able to give regular feedback through Family, Email or face to face
- When we can we communicate verbally on a daily basis with parents/carers
- We encourage parents/carers to become involved in social events throughout the year including coffee mornings, Christmas Fair etc
- We work closely with the parent/main carer of the child with disabilities to ensure they can participate successfully in the services offered by the centre and settings in accordance of the EYFS
- We work in partnership with parents/carers to ensure that the medical, cultural and dietary needs of children are met.
- We ensure that all parents are made aware of this policy and any policy reviews.
- Any changes in policy are communicated in written format.

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Communicating so that people can understand

- We provide information in clear, concise language, whether in spoken or written form
- We will take all reasonable steps to ensure the full inclusion of families who speak languages other than English

Through learning, play and the Preschools activities

- We will provide an environment where all children can flourish and in which all contributions are valued.
- We will encourage children to develop positive attitudes about themselves as well as to people who are different from themselves (in accordance with the Early Years Foundation Stage).
- We will encourage children to empathise with others and begin to develop the skills of critical thinking (in accordance with the Early Years Foundation Stage).
- We will promote positive, non-stereotypical images about diverse ethnic and cultural groups, people with disabilities or special educational needs and we will help children to value other people's ideas and contributions.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Taking complaints seriously

- Any family who feels they have been unfairly treated or discriminated against by The Duchy Preschool and Playgroup have the right to make a complaint and have their complaint heard and acted upon accordingly
- Our policy for handling complaints is defined in...

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Responsibility for periodic review	Development Sub-Committee
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Document History

Rev	Changes	Date	Approval
00	Previous changes incorporated for AGM	17/05/10	AGM
01	Review for AGM	15/11/11	AGM
02	Addition of scope statement.	02/01/14	PNW
	Reviewed	18/06/19	GP
	Reviewed	01/01/20	NL
	Reviewed	14/07/21	NL
	Reviewed	30/09/22	NL
	Reviewed	06/09/23	SH

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