



Inclusion, Equality, and Diversity Policy

Lymestone Preschool actively promotes inclusion, equality of opportunity and values diversity. We are committed to creating a safe, welcoming and inclusive environment where every child, family and staff member is respected and supported.

We fully comply with the Equality Act 2010, the Public Sector Equality Duty, and the Statutory Framework for the Early Years Foundation Stage (EYFS).

We also comply with the Prevent Duty (Counter-Terrorism and Security Act 2015), promoting British Values and safeguarding children from being drawn into harm, discrimination or radicalisation.

Legal Framework

This policy is informed by:

- Equality Act 2010
- Public Sector Equality Duty
- Statutory Framework for the EYFS
- SEND Code of Practice
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Human Rights Act 1998

We recognise the nine protected characteristics:

age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We aim to:

- Promote equality of opportunity for all children and families
- Ensure no child is discriminated against
- Support each child's identity, wellbeing and development
- Foster positive attitudes towards diversity
- Remove barriers to participation and learning
- Ensure inclusive practice across all areas of provision

Promoting Identity and Self-Esteem

We recognise each child as an individual.

We support children's:

- Self-confidence and self-esteem
- Sense of identity and belonging
- Emotional wellbeing
- Understanding of similarities and differences

Staff use respectful, non-judgemental language when discussing:

- Family structures
- Appearance and identity
- Gender and roles
- Culture, language and belief systems

Lympstone Preschool work in partnership with parents to understand and support each child's background and identity.

Inclusive Practice (Environment, Curriculum & Resources)

We ensure inclusion through:

Environment

- Displays reflecting diverse families, cultures and abilities
- Photographs of children, families and community
- Accessible learning areas for all children

Resources

- Books reflecting diversity accurately and respectfully
- Multicultural artefacts, textiles and materials
- Resources supporting different abilities and needs
- Skin-tone materials and inclusive role-play resources

Curriculum

- Activities promoting empathy, identity and understanding
- Celebrations of cultural and religious events respectfully and authentically
- Opportunities for children to explore identity through play

Preventing Discrimination

We actively challenge all forms of discrimination, prejudice or exclusion.

Staff will:

- Address discriminatory language or behaviour immediately
- Explain why behaviour is unacceptable in an age-appropriate way
- Support children to develop empathy and understanding
- Record and escalate concerns where necessary
- Share concerns with parents where appropriate

We recognise that young children are developing social understanding and will be supported positively and consistently.

SEND and Additional Needs

We are committed to inclusive education for all children, including those with SEND.

We will:

- Make reasonable adjustments to ensure participation
- Work closely with parents and external professionals
- Provide individual support where needed

- Ensure SEND needs are considered in all planning
- Support communication through visual aids, gestures and other methods

Barriers to Inclusion

We identify and reduce barriers including:

- Communication barriers (language differences, EAL)
- Physical barriers (accessibility)
- Attitudinal barriers (bias or stereotypes)
- Perceived barriers (financial or participation assumptions)

We actively work to ensure all families can access services.

Behaviour and Inclusion Link

We recognise behaviour is influenced by development, environment and individual needs.

We ensure:

- Behaviour expectations are fair and inclusive
- SEND needs are considered before responding to behaviour
- No child is excluded due to additional needs or difference
- Positive behaviour strategies are used consistently

British Values

We promote British Values in an age-appropriate way:

- Democracy – children make choices and are listened to
- Rule of law – understanding simple rules and boundaries
- Individual liberty – making safe choices and expressing self
- Mutual respect – treating others kindly and fairly
- Tolerance – respecting differences in people and beliefs

These are embedded throughout daily practice.

Equality Strategy

We are committed to ongoing improvement through:

- Staff reflection and training
- Monitoring inclusion in practice
- Reviewing resources and environment
- Working with families and external professionals

We aim to maintain a “can do” inclusive culture.

Links to Other Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy (including Prevent Duty)
- Behaviour Policy
- SEND Policy

- Admissions Policy

This policy was approved by Lympstone Preschool Committee, and will be reviewed annually, or sooner if legislation, guidance or operational requirements change.

Reviewed 08/06/2026