Inclusion & Equality Policy

(2025–2026)

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1. Purpose

Little Wonders Nursery is committed to creating a safe, welcoming, and inclusive environment where every child, family, and member of staff is valued, respected, and supported. This policy ensures that equality, diversity, and inclusion are embedded in every aspect of nursery life, reflecting contemporary guidance and legal requirements for 2025.

2. Scope

This policy applies to:

- All children attending Little Wonders Nursery
- All staff, including volunteers and temporary workers
- Parents, carers, and visitors

3. Commitment to Equality, Diversity, and Inclusion

Little Wonders Nursery:

- Promotes equality of opportunity and actively challenges discrimination, prejudice, and stereotyping.
- Recognises and values diversity in gender, race, disability, religion, belief, culture, language, family background, and other protected characteristics.
- Ensures that every child can participate fully in learning and play, regardless of ability or circumstance.
- Celebrates diversity through inclusive resources, curriculum content, displays, and activities.
- Promotes positive attitudes, mutual respect, and empathy among children and staff.

4. Access to the Curriculum

The nursery will:

- Offer a flexible, differentiated curriculum that meets the individual needs of all children, including those with Special Educational Needs and Disabilities (SEND).
- Ensure resources, activities, and learning environments reflect the diversity of the local community and the wider world.
- Use inclusive teaching strategies that enable all children to engage and succeed.

- Regularly monitor and review the curriculum and teaching practices to remove barriers to participation.

5. Supporting Children with SEND

- Individual Education Plans (IEPs) and personalised learning strategies will be developed in partnership with parents and specialists.
- Staff will receive regular training to ensure up-to-date knowledge of inclusive practice and SEND support.
- The nursery will make reasonable adjustments to ensure accessibility for all children, including those with physical, sensory, or learning needs.

6. Partnerships with Parents and Carers

- Parents are regarded as partners in their child's learning and development.
- The nursery will communicate openly and regularly with parents about their child's progress, needs, and achievements.
- Parents' cultural values, languages, and experiences will be respected and incorporated into nursery life where appropriate.
- Feedback from parents and carers will be actively sought and used to improve inclusive practice.

7. Staff Responsibilities

- All staff are responsible for implementing this policy in daily practice.
- Staff will model inclusive behaviour, challenge inappropriate attitudes, and promote understanding of diversity.
- Recruitment, training, and professional development will follow fair and transparent procedures that support equality and inclusion.

8. Monitoring and Review

- The policy will be reviewed annually, or sooner if guidance or legislation changes.
- Staff, parents, and children will be involved in evaluating the effectiveness of inclusion and equality measures.
- Records of incidents, complaints, and actions taken will be maintained to inform ongoing improvements.

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9. Legal and Guidance Framework

This policy reflects current legislation and guidance, including:

- Equality Act 2010 (updated guidance 2025)
- Special Educational Needs and Disability (SEND) Code of Practice
- Early Years Foundation Stage (EYFS) statutory framework 2025
- Local authority and Ofsted guidance on inclusion and safeguarding