

## **1<sup>st</sup> Step Pre-school Ltd: Equal Opportunities & Inclusion Policy**

### **Our Commitment**

At 1st Step Pre-school Ltd, we are committed to creating a welcoming and inclusive environment where every child and family is respected, valued, and supported. We believe all children should have equal opportunities to learn, play, and thrive, regardless of their background, ethnicity, religion, gender, ability, or family circumstances.

We work in partnership with parents, carers, and professionals to ensure every child has access to the support and opportunities they need.

### **We aim to:**

- Provide a safe, nurturing environment where every child feels a sense of belonging.
- Celebrate diversity by recognising, valuing, and respecting all cultures, languages, abilities, and family structures.
- Challenge discrimination, bias, and stereotypes through positive attitudes, inclusive practice, and fair treatment.
- Ensure our curriculum, activities, and resources reflect the diversity of our community.
- Make reasonable adjustments so that children with additional needs can participate fully.
- Involve parents and carers as partners in their child's learning journey.
- Support staff with training and reflection to maintain best practice in equality and inclusion.

### **Inclusive Practice in Line with the EYFS**

- A Unique Child – Every child is respected as an individual and supported to achieve their full potential.
- Positive Relationships – Partnerships with parents and carers are built on trust, respect, and shared understanding.
- Enabling Environments – Resources, displays, and activities are accessible, representative, and inclusive of all children.
- Learning and Development – Activities are differentiated to meet individual needs, support children with SEND, and value home languages.

### **How We Promote Equality and Inclusion**

- Curriculum and Resources – Books, toys, displays, and activities reflect different cultures, languages, family types, and abilities. Stereotypes are avoided, and positive role models are promoted.
- Language and Communication – Children's home languages are respected, and bilingualism/multilingualism is encouraged.
- Cultural Inclusion – Festivals, traditions, and family customs are celebrated to promote understanding and respect.
- Food and Dietary Needs – Meals and snacks reflect cultural diversity and individual medical/dietary requirements.
- SEND Support – We identify needs early, work with families and professionals, and make adaptations to learning and the environment.
- Staff Training – All staff receive training on equality, diversity, inclusion, and SEND. Ongoing professional development supports reflective and inclusive practice.

### **Employment and Staff Practices**

- Recruitment and selection are fair, transparent, and based on merit
- We welcome applicants from all backgrounds and are committed to equal opportunities in employment
- All roles include a clear commitment to equality, diversity, and safeguarding

**Working with Families**

- Families are informed of this policy on joining the pre-school
- We welcome and respect all family structures, values, and beliefs
- Communication is clear, accessible, and where necessary, translated

Parents are encouraged to share their knowledge, experiences, and cultural practices with us.