



St Bede's Childcare Ltd

Equality, Diversity and Inclusion Policy

EYFS Legal Requirement:

Providers must have arrangements in place to support children with Special Educational Needs and Disabilities (SEND) (EYFS 2024, 3.61).

Applies to:

- Early Years Register (EYR)
- Childcare Register (CR)

Policy Statement

At St Bede's Childcare, we are committed to promoting equality, diversity, and inclusion in all aspects of our provision. We aim to create an environment where every child, family, staff member, and visitor feels valued, respected, and included.

We recognise and respect individual differences and ensure that no one is discriminated against on the basis of any protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are committed to making **reasonable adjustments** to ensure that children, families, and staff with disabilities are not disadvantaged.

All children will be supported to learn, develop, and achieve to their full potential, taking into account their individual needs, abilities, and stage of development.

Procedures

We will promote equality and inclusion by:

- Working in partnership with parents/carers and external agencies to meet each child's individual needs.
- Ensuring all staff understand and implement this policy through regular training and supervision.
- Challenging and responding appropriately to any discriminatory language, behaviour, or attitudes.
- Maintaining an environment free from discrimination, harassment, victimisation, or intimidation.
- Providing inclusive resources and activities that reflect and celebrate diversity.
- Supporting children to understand and respect differences in others.



- Gathering information about children's backgrounds, cultures, beliefs, and needs to ensure inclusive practice.
 - Monitoring our provision to ensure activities reflect a diverse and inclusive society.
 - Ensuring equality of opportunity in recruitment, selection, and employment practices.
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Special Educational Needs and Disabilities (SEND)

We are committed to supporting children with SEND by:

- Having a designated **SEND Coordinator (SENDCo)**.
 - Identifying and supporting children who may need additional help at the earliest opportunity.
 - Working closely with parents/carers and relevant external professionals.
 - Following the **SEND Code of Practice** and our SEND Policy.
 - Implementing strategies and recommendations provided by professionals.
 - Ensuring staff are informed and trained to meet individual needs.
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Staff Responsibilities

All staff are expected to:

- Actively promote equality, diversity, and inclusion.
 - Challenge discrimination and inappropriate behaviour.
 - Participate in relevant training.
 - Provide positive, non-stereotypical role models through play, resources, and interactions.
 - Support all children to access all activities regardless of gender or background.
 - Work in partnership with families to support children's development and wellbeing.
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Working with Families

We value strong partnerships with parents/carers and will:

- Share information through meetings, discussions, and questionnaires.
- Respect family beliefs, customs, and preferences.
- Involve families in supporting their child's development and individual needs.