



The Butterfly Rooms (Incorporating Woodlands) LTD

Tank Hill Road | Purfleet | Essex | RM19 1TA

Registered Charity Number: 1148068 | Ofsted Number: 453859 | Company Number: 7984150 |

Limited by Guarantee

Telephone Number: 01708 863 737

Valuing Diversity, Inclusion and Equality Policy (2026)

Policy Statement

At our setting, we are committed to promoting equality, inclusion, and respect for all children, families, staff, and visitors. We believe that every child has the right to feel safe, valued, and included and to reach their full potential regardless of background, ability, or circumstance. We recognise and celebrate diversity and are committed to eliminating discrimination, promoting equality of opportunity, and fostering positive relationships. Inclusion underpins all aspects of our practice and is integral to effective safeguarding and children's wellbeing.

This policy is implemented in accordance with:

- **The Equality Act 2010**
- **The Children and Families Act 2014**
- **The Childcare Act** (including updates effective from 2025)
- **The EYFS Statutory Framework** (current edition)

Aims

We aim to:

- Provide an inclusive environment that meets the needs of all children.
- Ensure no child or family is treated less favourably due to protected characteristics.
- Promote children's understanding of similarities and differences in an age-appropriate way.
- Identify and remove barriers to learning and participation.
- Ensure equality and inclusion are embedded in safeguarding practice.

Admissions

Admissions to our setting are fair, transparent, and non-discriminatory.

We ensure that:

- Children are not discriminated against on the basis of any protected characteristic as defined by the Equality Act 2010.

- Admission decisions are based on the child's needs and the setting's ability to meet those needs through reasonable adjustments.
- Information for families is clear, accessible, and available in alternative formats or languages where reasonably practicable.
- Our environment and practice reflect the diversity of the local community.

Reasonable adjustments are made to ensure disabled children are not placed at a substantial disadvantage and can fully participate in setting life.

Employment and Training

Recruitment and Employment

We are committed to fair and inclusive employment practice.

- All roles are advertised openly and recruitment decisions are based on skills, experience, and suitability for working with children.
- Selection processes are transparent and free from bias.
- Equal pay principles are upheld in line with employment and equality legislation.

Training and Professional Development

- All staff receive training in equality, diversity, inclusion, and anti-discriminatory practice.
- Training supports staff to meet the needs of all children and to comply with EYFS requirements.
- Ongoing professional development ensures practice remains current, reflective, and effective.

Curriculum and Practice

Our curriculum promotes inclusion, respect, and positive attitudes towards diversity.

We:

- Use resources and activities that accurately reflect a wide range of cultures, abilities, family structures, and lived experiences.
- Avoid stereotypes, discriminatory language, and inappropriate imagery.
- Actively challenge bias or exclusion when it occurs.
- Support children with Special Educational Needs and Disabilities (SEND) through individualised planning and partnership with families and professionals.
- Support children with English as an additional language, valuing their home language while promoting English language development.

Inclusive practice is monitored through observations, assessments, and reflective evaluation.

Family Engagement

We recognise parents and carers as children's first educators and work in partnership with all families.

We:

- Welcome all family structures and respect individual beliefs and values.
- Encourage families to share information that helps us meet their child's needs.
- Provide support and signposting for families experiencing financial or social challenges.
- Celebrate cultural and community events in ways that are meaningful and inclusive.

- Invite feedback through meetings, surveys, and informal discussion.

Food, Health and Accessibility

- Dietary needs related to medical conditions, allergies, religion, culture, or ethical beliefs are safely accommodated.
- Individual healthcare plans are followed where required.
- The premises are reviewed regularly through accessibility audits.
- Adjustments are made where possible to ensure all children can access activities and spaces safely.

Safeguarding and Equality

Promoting equality and inclusion is a safeguarding responsibility.

- Discriminatory behaviour, abuse, or exclusion is responded to promptly and appropriately.
- Staff are trained to recognise discrimination as a potential safeguarding concern in line with EYFS requirements.
- Concerns are reported to the Designated Safeguarding Lead and managed in accordance with safeguarding policies and procedures.
- Children are supported to understand fairness, kindness, and respect.

Public Sector Equality Duty

We actively work to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity by removing barriers to participation.
- Foster positive relationships between individuals from different backgrounds.

Staff Responsibilities

All staff are responsible for:

- Implementing this policy consistently.
- Modelling respectful, inclusive behaviour.
- Challenging discriminatory language or actions.
- Reporting concerns in line with safeguarding procedures.
- Engaging in ongoing training and reflective practice.

Failure to uphold this policy may result in disciplinary action.

Monitoring and Review

- This policy is reviewed **annually** or sooner if legislation or statutory guidance changes.
- Effectiveness is monitored through audits, staff supervision, parent feedback, and reflective practice.
- Identified actions are incorporated into improvement planning.
- Updates are shared with staff and families as appropriate.

This policy was adopted by	The Butterfly Rooms Ltd
On	22 nd April 2026
Date to be reviewed	22 nd April 2027
Signed on behalf of the Management committee	
Name of signatory	Miss Aimee Thompson