



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 and Promoting Inclusion and Equality Policy

Policy Statement

We are committed to fostering an environment where all children feel safe, valued, and included, ensuring our service meets the diverse needs of children and families. We recognize that backgrounds, beliefs, and circumstances vary widely, and we strive to promote equality of opportunity while eliminating discrimination.

Our commitment includes:

- **Championing Diversity:** Creating an inclusive space for children from all cultural, linguistic, and social backgrounds.
- **Eliminating Discrimination:** Actively challenging and addressing bias, prejudice, and exclusion.
- **Ensuring Accessibility:** Providing an environment where every child, regardless of ability, feels secure and supported.
- **Improving Knowledge & Awareness:** Continually training staff to implement best practices in anti-discriminatory approaches.

We comply with The Equality Act (2010), Children and Families Act (2014), and additional updates within The Childcare Act (2025).

Admissions

Our setting remains open and accessible to all, with practices that ensure fairness:

- We do not discriminate based on protected characteristics, as outlined in equality legislation.
- We actively reflect local community diversity in our promotional materials.
- We provide clear, accessible information and offer translations and accessible formats where reasonably practicable.
- We make reasonable adjustments to accommodate disabled children and ensure equal participation.

Employment & Training

- **Fair Recruitment:** We advertise all posts widely and judge applicants on transparent, merit-based criteria.
- **Inclusive Workplace Practices:** Upholding equal pay protections, particularly in race and disability categories.
- **Ongoing Training:** Ensuring staff understand and implement anti-discriminatory and inclusive approaches.

Curriculum

Our curriculum is designed to celebrate diversity and encourage empathy, respect, and critical thinking:

- We reflect diverse communities in our learning materials.
- We challenge stereotypes and avoid derogatory imagery.
- We support children with disabilities and special educational needs through tailored learning experiences.

- We promote multilingual development, ensuring children who speak languages other than English are supported.

Family Engagement

- We welcome all family structures and encourage active parental participation.
- We support families facing financial difficulties, offering flexible payment systems and resources.
- We celebrate cultural diversity, incorporating local festivals and customs.

Food & Accessibility

- We accommodate dietary requirements based on medical, religious, and cultural needs.
- We conduct regular accessibility audits to ensure our environment is fully inclusive.

Safeguarding Linkage

We recognise that promoting inclusion and equality is integral to safeguarding. All staff are trained to identify and respond to discriminatory behaviour or exclusionary practices as part of their safeguarding responsibilities under Section 3 of the EYFS framework.

Public Sector Equality Duty

We commit to:

- Eliminating discrimination in all aspects of our service.
- Promoting equality of opportunity, ensuring fairness in decision-making.
- Fostering good relations between individuals with and without protected characteristics.

Staff Responsibilities

All staff are responsible for upholding this policy. They must report any incidents of discrimination or exclusion to the designated safeguarding lead. Staff are expected to model inclusive behaviour and participate in ongoing training.

Monitoring & Review

We review and update our policies annually to ensure they remain effective and relevant. Feedback is collected through surveys, family forums, and anonymous suggestions. Accessibility and inclusion audits are conducted termly to identify areas for improvement.

This policy was adopted by

The Butterfly Rooms Ltd

On

7th July 2025

Date to be reviewed

7th July 2026

Signed on behalf of the Management

committee



Name of signatory

Miss Aimee Thompson