



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

Inclusion Policy (2026)

Policy Statement

At The Butterfly Rooms (Incorporating Woodlands) Ltd, we are committed to providing an inclusive, welcoming, and respectful environment where every child, family, staff member, and visitor is valued. Inclusion underpins all aspects of our practice and is integral to safeguarding, wellbeing, and learning outcomes.

We believe that all children have the right to equality of opportunity and to reach their full potential, regardless of background, ability, or circumstance. We actively promote anti-discriminatory practice and comply with all relevant legislation and statutory guidance.

Discrimination, harassment, or exclusion on the basis of any protected characteristic—including age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex, sexual orientation, marriage or civil partnership, or any other unjustified grounds—is not tolerated within our setting.

Aims of the Policy

This policy aims to ensure that:

- All children feel safe, secure, respected, and included
- Barriers to learning and participation are identified early and removed wherever possible
- Equality and inclusion are embedded in practice, safeguarding, staffing, and leadership
- Partnerships with parents and external professionals are strong and effective
- Staff understand their responsibilities in promoting inclusive and anti-discriminatory practice

Legal and Statutory Framework

This policy is informed by and complies with:

- Early Years Foundation Stage (EYFS) Statutory Framework (current edition 2026)
- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)

- Human Rights Act 1998

Roles and Responsibilities

Leadership and Management

- Inclusion and equality responsibilities are embedded within job descriptions, appraisals, and supervision
- An Equal Opportunities Lead oversees implementation and monitoring of this policy
- The SENDCo ensures children with additional needs receive appropriate support in line with the SEND Code of Practice
- Any breaches of this policy are investigated promptly and managed through the nursery's disciplinary procedures

If any person believes this policy is not being followed, they must report concerns to the Equal Opportunities Lead or Designated Safeguarding Lead.

Admissions and Access

- Admissions are fair, transparent, and non-discriminatory
- No child is refused on the basis of a protected characteristic
- Admission decisions consider the child's needs and the setting's ability to meet those needs through reasonable adjustments
- We work in partnership with families and professionals to support inclusion from the outset

Inclusive Practice and Provision

We are committed to:

- Offering placements for children with learning difficulties or disabilities where reasonable adjustments can be made
- Identifying additional needs early and working with parents and external agencies
- Ensuring environments, routines, and resources are flexible and accessible
- Supporting children with English as an additional language (EAL)
- Ensuring medical, cultural, religious, and dietary needs are met safely and respectfully

Learning and Development

Our curriculum supports children to:

- Develop positive self-identity and confidence
- Learn about similarities and differences in age-appropriate ways
- Understand that discriminatory language or behaviour is unacceptable
- Develop empathy, respect, and kindness towards others

We achieve this by:

- Using diverse, inclusive, and non-stereotypical resources
- Celebrating a range of cultures, religions, festivals, and family structures
- Avoiding bias, stereotypes, and derogatory imagery
- Assigning each child a key person who monitors progress, inclusion, and wellbeing
- Supporting disadvantaged children and narrowing gaps in learning

Staff Practice and Expectations

All staff are expected to:

- Promote and implement this policy at all times
- Challenge discriminatory language, behaviour, or practice
- Use inclusive, respectful, and non-stereotypical language
- Reflect on their own practice and attend equality, SEND, and safeguarding training
- Link inclusive practice to the Safeguarding and Child Protection Policy
- Act as positive role models for children, colleagues, and families

Dealing with Discriminatory Behaviour

Any discriminatory incident involving children, adults, or staff is:

- Addressed immediately and appropriately
- Recorded and reported in line with nursery procedures
- Managed using the Dealing with Discriminatory Behaviour Policy
- Used as a learning opportunity to promote understanding and inclusion

Working in Partnership with Parents and Carers

We actively support parental engagement by:

- Encouraging open communication and feedback
- Sharing information in accessible formats
- Providing translated materials or interpreter support where reasonably practicable
- Involving families in celebrations, workshops, and inclusion-focused events
- Working collaboratively to support children's individual needs

Monitoring, Review, and Evaluation

- This policy is reviewed annually or sooner if legislation, guidance, or practice changes
- Monitoring is carried out by the Equal Opportunities Lead and senior leadership
- Outcomes inform training, practice improvements, and policy updates

This policy was adopted by	The Butterfly Rooms Ltd
On	5 th May 2026
Date to be reviewed	7 th July 2026
Signed on behalf of the Management committee	A.Thompson
Name of signatory	Miss Aimee Thompson