



Chieveley Pre-School: Inclusion, Equality and Diversity Policy

Reviewed and updated in line with EYFS 2024, Equality Act 2010, Prevent Duty (2015), and Early Years Alliance guidance.

This version retains setting-specific values and updates statutory compliance for 2024.

1. Policy Statement

Chieveley Pre-School actively promotes inclusion, equality of opportunity and the valuing of diversity. We are committed to eliminating discrimination, fostering equality, and promoting mutual respect. We support the Early Childhood Forum's definition of inclusion as the process of identifying, understanding and breaking down barriers to participation and belonging.

2. Legal and Statutory Framework

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice 2014
- Prevent Strategy 2015
- GDPR 2018
- Disability Equality Duty 2011
- EYFS Statutory Framework 2024

3. Key Commitments and Practice

- Identifying and minimizing barriers to access, participation and achievement.
- Supporting positive identity development through inclusive resources, activities and staffing.
- Encouraging mutual respect, empathy and celebration of difference.
- Reflecting a kaleidoscope of cultures, family types, genders, languages and abilities in provision.
- Recruiting staff from diverse backgrounds and supporting inclusive practice in teams.
- Training staff in equality, diversity, British values and anti-discriminatory practice.
- Addressing discriminatory behavior sensitively and proactively.
- Embedding British values: democracy, rule of law, liberty, mutual respect and tolerance.



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4. Curriculum and Environment

We offer inclusive learning opportunities through visual materials, artefacts, books, and activities that reflect diversity authentically and sensitively. We support cultural celebration, multilingualism, gender equity and disability inclusion through daily practice.

5. Family and Community Engagement

We work in partnership with families to understand children's identity, preferences and needs. We consult and include families in celebrations, planning and communication to foster mutual respect. Discrimination or intolerance by adults is addressed firmly and appropriately.

6. Monitoring and Review

Our equality strategy is regularly reviewed. This includes audits, feedback from families, and impact assessments. Our access audit form (01.1b) supports ongoing improvement. All staff share responsibility for upholding and improving inclusive practice.

This policy will be reviewed annually or following significant changes in legislation or after any incident that highlights a need for policy revision. The Pre-School Manager and committee will approve all changes.

This notice was reviewed and adopted by the Chieveley Pre-School committee.

Signed Preschool Manager:



Date: 04/09/2025



Signed Preschool Chair:

Date: 13.08.25