

## MULBERRIES AND WILLOWS NURSERY AND PRESCHOOL

### Inclusion and Diversity Policy

At Mulberries and Willows, we are committed to ensuring that all children are supported to achieve their full potential, regardless of their background or individual characteristics. We are aware of our legal obligations under the Equality Act 2010, and we have taken the below steps to ensure that all children are treated fairly and without discrimination.

Practitioners must promote a culture of inclusion and diversity where all children and families feel welcome and valued. Review the resources available to ensure they reflect a diverse and well-represented culture.

Practitioners must provide a range of learning experiences that reflect the diversity of the children and families to promote positive attitudes towards difference and diversity.

Practitioners must promote inclusive practice at all times and should be able to recognise and respond to each child's individual needs and characteristics.

The nursery should partner with parents or carers and involve them in decision-making and planning around their child's education and care. Parents should be encouraged to share their cultural and unique experiences with the nursery through story sessions, learning experiences, and language acquisition.

Practitioners must actively promote equal opportunities for all children and should take steps to address any barriers or inequalities that may prevent children from fully participating in education and care. When planning learning experiences, the following should be considered:

- What is the intention of the learning experience?
- Are resources age and stage-appropriate? And does it meet the needs of all children involved?
- Does the experience present any barriers to learning? What measures have been introduced to lessen the impact on children if it does?

Practitioners should proactively identify and support children with additional needs or disabilities and work with the nursery SENDCO, parents, and other professionals to provide appropriate support. Once a plan is established, it should be reviewed every four to six weeks to monitor progress.