

Safeguarding and Welfare Requirement: Special educational needs

Valuing diversity and promoting inclusion and equality

Policy statement

We are committed to providing an inclusive, nurturing early years environment where all children and families feel welcomed, respected, represented and safe. We recognise that children and families bring a wide range of identities, experiences, languages, cultural backgrounds, abilities, and family structures. These differences enrich our setting and strengthen our community. We promote anti-discriminatory practice, equality of opportunity, and positive attitudes to diversity, ensuring that no child or family is ever disadvantaged or excluded because of a protected characteristic or socio-economic circumstance.

We follow the Equality Act 2010, including the Public Sector Equality Duty (PSED), and the EYFS 2024 safeguarding and welfare requirements. We implement practices recommended by Bromley Early Years Inclusion Team, Bromley Local Offer, and associated health, education, and safeguarding partners.

We aim to:

- Promote equality and foster good relationships across our community.
- Challenge discrimination and bias at all levels.
- Ensure full participation, accessibility and support for all children, including those with SEND and EAL.
- Create a respectful environment where differences are valued, represented and celebrated.
- Promote children's early citizenship, empathy, respect, self-esteem and understanding of rights and responsibilities.

Procedures

Admissions

We ensure that admissions are inclusive, transparent and fair.

We:

- Welcome all families, regardless of background, identity, ability, or socio-economic status.
- Do not discriminate on the basis of protected characteristics under the Equality Act 2010.
- Publicise our provision widely and clearly.
- Provide information in accessible formats and languages where possible.
- Inform all families of our equality, inclusion, SEND and safeguarding policies.
- Make reasonable adjustments to ensure children with disabilities or additional needs can access our setting.

Safeguarding and Welfare Requirement: Special educational needs

- Provide detailed information about our SEND provision, the Bromley Local Offer, and how we support children requiring Early Help or additional assessments.

We challenge and act upon all discriminatory practice, including:

- Direct discrimination
- Indirect discrimination
- Harassment or victimisation
- Discrimination by association or perception
- Xenophobic, racist, homophobic, sexist or ableist behaviour

Any adult demonstrating discriminatory behaviour will be addressed immediately in accordance with our safeguarding and conduct procedures.

Employment

We are a fair and equal employer.

We:

- Advertise vacancies openly and welcome applications from diverse backgrounds.
- Select candidates based solely on skills, experience and suitability.
- Include explicit commitments to equality and inclusion in all job descriptions.
- Monitor applications to ensure fairness and accessibility.
- Provide reasonable adjustments for interviews and employment.
- Expect all staff to uphold and model inclusive, non-discriminatory behaviour.

Staff Training & Development

To maintain a knowledgeable, confident workforce, we ensure that:

- All staff receive regular training on equality, inclusion, SEND, Prevent Duty, cultural competence, and anti-racist practice.
- Staff are trained to deliver specialist or medical procedures when required.
- Training needs are reviewed during supervision and appraisal.
- Staff understand how stereotyping, unconscious bias and discriminatory language impact children.
- Staff use inclusive teaching strategies and resources.

We work with:

- Bromley Early Years Inclusion Advisors
- Health professionals
- Speech and Language Therapy

Safeguarding and Welfare Requirement: Special educational needs

- Occupational Therapy
- Early Help and Social Care
- Equality and diversity networks

Curriculum & Inclusive Practice

Our curriculum is designed to ensure *all children* feel represented, included and valued.

We:

- Build an environment of mutual respect and tolerance.
- Model inclusive behaviour and challenge prejudice or stereotypes.
- Ensure resources reflect the diversity of our community (books, images, dolls, languages, celebrations, abilities, family structures).
- Avoid stereotypical or derogatory portrayals in any materials.
- Celebrate a wide range of festivals, cultures and family traditions sensitively and appropriately.
- Support children learning English as an Additional Language (EAL), valuing and promoting home languages.
- Fully support children with SEND, ensuring access to a differentiated and well-scaffolded curriculum.
- Provide opportunities for children to explore identity, empathy, fairness, emotions and relationships.
- Encourage children to share experiences from home.

Accessibility & Reasonable Adjustments

We are committed to a physically and socially accessible environment.

We:

- Make reasonable adjustments to buildings, routines, resources and teaching.
- Adapt provision for physical, sensory, cognitive, social or behavioural needs.
- Work with parents and professionals to remove barriers to participation.
- Review accessibility regularly in line with Bromley's Inclusion strategy.

Valuing Diversity in Families

We welcome and honour all family identities and structures.

We:

- Encourage families to share their lived experiences, languages and cultures.

Safeguarding and Welfare Requirement: Special educational needs

- Support equal participation of all carers, regardless of gender or relationship to the child.
- Avoid assumptions about family roles or lifestyles.
- Engage with families sensitively, respectfully and without bias.

Food & Cultural Practice

We:

- Work with parents to meet dietary, cultural and medical needs.
- Teach children about varied foods and cultural traditions.
- Encourage respectful attitudes towards different mealtime customs.

Challenging Discriminatory Incidents

We have zero tolerance for discriminatory, harmful or prejudiced behaviours.

We:

- Address incidents immediately, calmly and firmly.
- Record them and report where necessary to DSL or external agencies.
- Support children to understand why the behaviour was hurtful.
- Engage parents constructively and professionally.

Serious or repeated incidents follow safeguarding and complaints procedures.

Monitoring, Evaluation & Review

To ensure our approach remains effective and compliant, we:

- Review this policy annually or sooner if legislation changes.
- Monitor equality data (participation, outcomes, representation).
- Gather feedback from children, parents, staff and external partners.
- Report equality objectives and updates as required by the Public Sector Equality Duty.
- Reflect on practice through staff supervision, team meetings and leadership evaluation.

Legal and Statutory Framework

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Children Act 1989 & 2004
- Children & Families Act 2014
- EYFS Statutory Framework (2024)
- SEND Code of Practice 2015

Safeguarding and Welfare Requirement: Special educational needs

- Counter Terrorism & Security Act 2015 (Prevent Duty)

Supporting Guidance

- Bromley Local Offer
- Working Together to Safeguard Children (2023)
- Prevent Duty Guidance (2023)
- DfE Equality and Diversity Guidance
- Early Years Alliance: Guide to the Equality Act
- Bromley Early Years Inclusion Guidance