



Statement

At Twinkling Toddlers, we uphold a strong commitment to equal opportunities, diversity, and inclusion, providing an environment where every child is respected, valued, and treated equitably. Aligned with the revised Early Years Foundation Stage (EYFS, September 2025), this policy ensures every child's holistic development is supported regardless of background, ethnicity, religion, or ability.

Legal Framework:

This policy adheres to the Equality Act 2010, the United Nations Convention on the Rights of the Child (UNCRC), and current EYFS guidelines.

Employment Practices

- All job roles are advertised fairly, with explicit selection criteria.
- We welcome applicants from all backgrounds and ensure equal access to employment opportunities.
- Job offers are made solely on merit, following reference checks and enhanced DBS clearance, in accordance with safeguarding laws.
- Every job description includes a clear commitment to equality and diversity.
- Our recruitment and selection procedures are regularly reviewed for fairness and inclusivity.

Staff Training and Development

- We actively seek training opportunities that support inclusive practice and equality.
- Staff complete regular training via **Educare** to stay current with legislation and good practice.

Promoting Equality and Diversity

- We will be proactive in consistently challenging discrimination, prejudice, and stereotyping to foster positive attitudes towards diversity.
- We provide a creative, inclusive and respectful environment celebrating the diverse backgrounds, cultures, and identities of all children and families.

Supporting Children with Additional Needs

- Our commit to making reasonable adjustments and individualised support to facilitate full participation and inclusion of all children and families accessing our provision.
- We collaborate closely with parents and external professionals, such as therapists or educational specialists, ensuring tailored support for each child to meet their development learning needs and reaching their full educational potential.

Curriculum and Resources

- Provide a diverse and inclusive curriculum reflecting various cultures, identities, and abilities.
- Select and utilise resources, including books, toys, and materials, that positively represent diverse family structures, ethnicities, cultures, and abilities.



Curriculum and Learning Environment

Our curriculum encourages:

- **Empathy**, respect, and understanding of differences.
- **Critical thinking** and the ability to challenge stereotypes.
- **Accessibility**, ensuring every child can fully engage with the curriculum.

We achieve this by:

- Valuing and celebrating each child's identity and background.
- Offering equal access to learning and resources.
- Making reasonable adjustments for physical, sensory, and learning needs.
- Differentiating activities to support children's individual learning styles and interests, including schema-based play.
- Choosing inclusive, non-stereotypical resources that reflect a broad range of communities.
- Celebrating a variety of cultural and religious festivals.
- Promoting mutual respect and addressing discriminatory behaviour.
- Supporting children with **Special Educational Needs and Disabilities (SEND)** and those learning **English as an Additional Language (EAL)**.

Language and Communication

- We respect and value children's home languages and actively promote bilingualism and multilingualism, through child and staff communication, resources, stories and music.
- Using inclusive language practices that validate children's identities and enable authentic self-expression.

Valuing Diversity in Families

- We welcome all family structures and respect the unique values and beliefs each family brings.
- Children are encouraged to share aspects of their home lives and cultures.
- Parents and carers are actively encouraged to engage in nursery life and contribute their ideas and experiences.
- We provide support for families who speak languages other than English to ensure full participation and understanding.
- A flexible payment system is available to accommodate families with different financial circumstances.

Food and Cultural Inclusion

- We work in partnership with families to accommodate children's dietary, cultural, and medical needs.
- Snack and mealtime routines are inclusive and educational, helping children explore and respect food customs from various cultures.



Monitoring and Review

Our Equality and Diversity Policy is reviewed **annually** or sooner review and update this policy to align with EYFS standards, legislation, and best practices. Actively seek and integrate feedback from parents, staff, and external agencies to enhance the effectiveness of our inclusion and equal opportunity practices.

A **complaints procedure** is available for parents, staff and visitors.

Feedback from parents, carers, and staff is welcomed and valued to help us refine and improve our approach.