




Diversity, Equity and Inclusion Policy

- We ensure that our service is fully inclusive in meeting the needs of all children. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. Children grow up in diverse family structures that include two parent and one parent families; some children have two parents of the same sex. Some children have close links with extended families of grandparents, aunts, uncles and cousins; while others may be more removed from close kin, or may live with other relatives or foster carers.
- Some children have needs that arise from disability or impairment, or may have parents that are affected by disability or impairment. Some children come from families who experience social exclusion or severe hardship; some have to face discrimination and prejudice because of their ethnicity, the languages they speak, their religious or belief background, their gender or their impairment.
- We understand that these factors affect the wellbeing of children and can impact on their learning and attainment. Little Fishes is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:
 - provide a secure and accessible environment in which all children can flourish and all contributions are considered and valued;
 - include and value the contribution of all families to our understanding of equality and diversity;
 - provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people;
 - improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
 - challenge and eliminate discriminatory actions;
 - make inclusion a thread that runs through all of the activities of Little Fishes; and
 - foster good relations between all communities.
- Little Fishes actively promote inclusion, equality of opportunity, the valuing of diversity and British values.
- We make reasonable adjustments to procedures, criteria and practices to ensure that those with protected characteristics are not at a substantial disadvantage.
- Social and emotional development is shaped by early experiences and relationships and incorporates elements of equality and British and universal values. The Early Years Foundation Stage (EYFS) supports children's earliest skills so that they can become social citizens in an age-appropriate way, so that they are able to listen and attend to instructions; know the difference between right and wrong; recognise similarities and differences between themselves and others; make and maintain friendships; develop empathy and consideration of other people; take turns in play and conversation; avoid risk and take notice of rules and boundaries; learn not to hurt/upset other people with words and actions; understand the consequences of hurtful/discriminatory behaviour.

<i>This policy was adopted by:</i>	Little Fishes Pre-school on 1 September 2024
<i>It was reviewed with no change in:</i>	April 2026
<i>next review date:</i>	April 2027
<i>Signed on behalf of the provider by</i>	 Alison Carr, Chair of Little Fishes Management Group