



**Oakbridge Little Learners LTD**  
66-68 Bridge Cross Road  
Burntwood, Staffordshire, WS7 2BY  
[contact@oakbridgellittlelearners.co.uk](mailto:contact@oakbridgellittlelearners.co.uk)  
01543 686099



## INCLUSION AND DIVERSITY POLICY

### Policy Statement

Oakbridge Little Learners Ltd is committed to providing an inclusive, welcoming and respectful environment where every child and family is valued and supported to reach their full potential.

We recognise and celebrate diversity and are committed to ensuring equality of opportunity for all children, regardless of background, culture, religion, language, family structure, disability, learning needs, gender or ability.

This policy is implemented in line with the **Early Years Foundation Stage (EYFS)** and supports the nursery's wider safeguarding culture.

This policy should be read alongside the **Safeguarding Policy, SEND Policy, Parent Handbook, Health & Safety Policy, and Behaviour Management Policy.**

---

### Legal and Ethical Framework

This policy is informed by:

- Early Years Foundation Stage (EYFS) Statutory Framework
- United Nations Convention on the Rights of the Child (UNCRC)
- Children Act 2004
- Equality Act 2010

---

### Inclusive Practice

- Each child is treated as an individual with unique learning, development and care needs



**Oakbridge Little Learners LTD**  
66-68 Bridge Cross Road  
Burntwood, Staffordshire, WS7 2BY  
[contact@oakbridgellittlelearners.co.uk](mailto:contact@oakbridgellittlelearners.co.uk)  
01543 686099



- Practitioners plan experiences that support inclusion and reflect children's interests, backgrounds and abilities
  - Cultural, medical and dietary needs are respected and met
  - Reasonable adjustments are made to support children with additional needs or disabilities
- 

### **Promoting Equality and Diversity**

The nursery actively promotes positive attitudes towards diversity by:

- Providing books, toys, resources and displays that reflect a wide range of cultures, abilities and family structures
  - Challenging stereotypes (e.g. toys, roles and activities are not gender-specific)
  - Encouraging children to respect similarities and differences
  - Celebrating a variety of cultural experiences in age-appropriate ways
- 

### **Language and Communication**

- Children's **home languages** are valued and respected
  - Where English is an additional language, children are supported to develop communication skills through play, interaction and routine
  - Staff encourage respect for different languages and forms of communication
- 

### **Preventing Discrimination and Harassment**

- Discriminatory language or behaviour is **not tolerated**
- Any incidents are addressed sensitively and promptly



**Oakbridge Little Learners LTD**  
66-68 Bridge Cross Road  
Burntwood, Staffordshire, WS7 2BY  
[contact@oakbridgelittlelearners.co.uk](mailto:contact@oakbridgelittlelearners.co.uk)  
01543 686099



- Staff model inclusive and respectful behaviour at all times
  - Any member of staff found to act in a discriminatory manner will be managed in line with the **Staff Disciplinary Procedure**
- 

### **Racial Harassment and Discrimination**

The nursery is committed to preventing racial harassment and discrimination by:

- Treating all children and families with dignity and respect
- Promoting harmonious relationships within the nursery and wider community
- Supporting staff to challenge discriminatory behaviour
- Recording and managing incidents professionally and confidentially

Where continued discrimination occurs and cannot be resolved, exclusion may be considered as a last resort.

---

### **Partnership with Parents**

- Parents/carers are encouraged to share information about their child's needs, culture, language or background
  - The Nursery Manager will discuss and endeavour to meet additional needs wherever reasonably possible
  - This policy can be provided in alternative formats upon request
- 

### **Monitoring and Review**

- Inclusive practice is monitored by the Nursery Manager
- Any concerns are addressed promptly



**Oakbridge Little Learners LTD**  
66-68 Bridge Cross Road  
Burntwood, Staffordshire, WS7 2BY  
[contact@oakbridgellittlelearners.co.uk](mailto:contact@oakbridgellittlelearners.co.uk)  
01543 686099



- This policy is reviewed regularly to reflect legislation, guidance and best practice

---

## **Policy Review**

**Created:** August 2015

**Reviewed:** January 2026