



# Inclusion & Equity Policy

Bijou Day Nursery & Crèche, Cowbridge

**Policy owner:** Nursery Manager / Rheolwr y Feithrinfa

**Version:** 2.0

**Last reviewed:** June 2026 / Mehefin 2026

**Next review:** June 2027 / Mehefin 2027

**Approved by:** Samantha Rennison, Responsible Individual / Unigolyn Cyfrifol

## 1. Policy Statement

Bijou Day Nursery & Crèche is committed to creating an inclusive environment that celebrates diversity, promotes equality of opportunity, and eliminates discrimination. Every child is unique and we ensure that all children and their families are valued, respected, and included regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

This policy complies with the Equality Act 2010, the Children Act 1989 and 2004, the UNCRC, the Child Minding and Day Care (Wales) Regulations 2010, the National Minimum Standards for Regulated Childcare (2016), the Additional Learning Needs and Education Tribunal (Wales) Act 2018, and the Curriculum for Wales cross-cutting theme of diversity.

## 2. Aims

- To ensure every child has equal access to the nursery's provision, activities, and learning opportunities
- To promote positive attitudes to diversity — cultural, ethnic, linguistic, religious, gender, disability, and family structure
- To challenge and address any form of discrimination, prejudice, bullying, or stereotyping
- To make reasonable adjustments to accommodate children with disabilities or additional learning needs
- To reflect the diversity of our community in our resources, displays, activities, and celebrations
- To work in partnership with parents and external agencies to support every child's inclusion

## 3. The Curriculum for Wales & Inclusion

The Curriculum for Wales places diversity as a cross-cutting theme across all six Areas of Learning and Experience. We:

- Use books, dolls, role-play resources, music, and displays that represent a wide range of cultures, ethnicities, family structures, abilities, and languages
- Celebrate festivals and traditions from different cultures throughout the year
- Ensure Welsh language and culture are embedded, in line with our Welsh Language Policy and the Cymraeg 2050 vision
- Challenge gender stereotypes by providing all activities and resources equally to all children

## 4. Additional Learning Needs (ALN)

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- We follow the ALN Code for Wales 2021 in identifying, supporting, and reviewing children with ALN
- A designated ALN Co-ordinator (ALNCo) is responsible for overseeing ALN provision
- Individual Development Plans (IDPs) are developed where appropriate in partnership with parents and external professionals
- Reasonable adjustments are made to the environment, activities, and routines to ensure inclusion
- We work with health visitors, speech and language therapists, educational psychologists, and other agencies as needed

## 5. Anti-Discriminatory Practice

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- Staff model anti-discriminatory behaviour at all times
- Any discriminatory remarks or behaviours by children are addressed sensitively and used as a learning opportunity
- Any discriminatory behaviour by staff, parents, or visitors is taken very seriously and dealt with through appropriate procedures
- Recruitment follows our equal opportunities commitment — we do not discriminate in hiring

## 6. Staff Training

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- All staff receive equality and diversity training during induction
- Annual CPD includes unconscious bias awareness, ALN updates, and cultural competency
- Training records are maintained and reviewed

## 7. Monitoring & Review

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- Inclusion practices are monitored through observation, parent feedback, and internal audits
- This policy is reviewed annually and updated as legislation changes

## 8. Related Policies

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- Additional Learning Needs Policy
- Exclusion Policy
- Welsh Language & Culture Policy
- Behaviour Management Policy
- Safeguarding & Child Protection Policy