

05 Promoting inclusion, equality and valuing diversity procedures

05.1 – Promoting Inclusion, Equality and Valuing Diversity

Our Approach

At Peekaboo Childcare, we are committed to creating a warm, welcoming environment where every child and family feels valued, respected and included. We follow our legal duties under the Equality Act 2010, the Public Sector Equality Duty, and the Prevent Duty (2015). This means we must actively eliminate discrimination, promote equality of opportunity and foster positive relationships between people from all backgrounds.

This policy explains how we put these commitments into practice every day.

How We Promote Inclusion and Equality

- Children are valued as individuals

We support each child's positive identity, confidence and self-esteem. We recognise children's emotional and developmental needs and support them in a way that suits them best.

- Every child is welcomed

We make sure all children—whatever their background, culture, religion, language, family structure, gender identity or ability—feel safe, respected and included.

- We get to know families well

When a child joins us, we talk with parents about:

- Family identity
- Cultural background
- Languages spoken
- Religious practices
- Ways we can best support their child

• Staff use positive, respectful language

We talk about differences (e.g., appearance, family make-up, abilities, languages) in an inclusive, non-judgemental way.

Celebrating Identity and Diversity

Learning about culture, community and individuality

Staff build their understanding of different cultures and experiences so they can reflect these positively in the setting. We explore similarities and differences as a normal and valued part of life.

Festivals and celebrations

We celebrate festivals and special occasions in a meaningful and respectful way, involving parents, staff and our wider community so experiences are authentic and inclusive.

Our Resources Reflect All Children

We carefully choose books, images and materials that:

- Show children and families from different ethnicities, cultures and backgrounds
- Accurately represent disability and visible differences
- Avoid stereotypes
- Include diverse family structures (e.g., same-sex parents, blended families, single parents, multi-generational households)
- Promote gender equality
- Show real community life

We include:

- Photographs from our local and wider community
- Dress-up clothes that encourage all children to explore all roles
- Dolls reflecting a range of ethnicities and disabilities
- Music and instruments from various cultures
- Dual-language books and labels
- Everyday scripts and print (e.g., packaging)
- Children's names written in English and their home language where appropriate

Activities That Celebrate Identity

We plan activities that help children:

- Explore who they are
- Recognise similarities and differences
- Develop empathy
- Celebrate cultural traditions
- Build confidence in their background and family identity

These include:

- Self-portrait art
- Family books and photo displays
- Persona doll stories
- Cooking and tasting foods
- Cultural textiles, artefacts and clothing
- Music from many genres
- Home-corner resources representing diverse communities
- Storytelling in different languages
- Exploring objects like hearing aids, glasses or mobility tools
- Activities around real events (e.g., births, weddings, cultural celebrations)

Children who use sign language or are bilingual are celebrated—these are recorded as achievements.

Talking About Differences and Challenging Prejudice

Young children are still learning about the world and may sometimes say things that show misunderstanding or early prejudice. When this happens:

1. Staff respond kindly and explain why the comment or behaviour is not OK.
2. We help the child understand the facts or context.
3. For serious or repeated remarks, we talk to parents.
4. Children exploring their identity (e.g., ethnicity, gender, culture) are always listened to in a supportive and non-judgemental way.
5. Parents must support the setting's expectations for inclusion and equality.

Equality Strategy & Removing Barriers

We keep an equality strategy outlining:

- Our goals
- How we uphold inclusive practice
- How we monitor progress

We complete equality checks and an Access Audit (01.1b) to ensure our environment is accessible to all.

Barriers we work to remove include:

- Language barriers
- Misunderstandings or lack of information
- Financial worries or perceived costs
- Physical barriers (e.g., stairs preventing access for a parent/child with mobility needs)
- Negative attitudes, stereotypes or unconscious bias
- Assumptions about families with specific religious or cultural beliefs
- Gendered expectations that limit children's choices
- Assumptions about disabled children during illness outbreaks (e.g., pandemics)
- Lack of digital access for families who need additional support

Staff consider these carefully when planning care and communication.



Inclusive Staff Team

We aim for a team that reflects:

- Different cultures and languages
- Disabled staff
- Men and women
- A wide range of experiences and viewpoints

Staff are expected to:

- Respect one another's similarities and differences
- Avoid discrimination or harassment of any kind
- Recognise that male practitioners may face additional bias and must be supported
- Follow safe working practices to reduce vulnerability to allegations
- Share perspectives without being singled out as cultural "experts"
- Work together to find inclusive solutions

If staff experience discriminatory behaviour, we follow 01.12 Threats and Abuse.

★ Helping Children Become Considerate, Inclusive Individuals

We support children to:

- Understand right and wrong
- Make friends
- Show empathy
- Understand similarities and differences
- Learn about rules and boundaries
- Use kind words
- Recognise the impact of their behaviour
- Take turns and share
- Explore identity confidently
- Engage with British Values

🇬🇧 British Values in Practice

These values are already embedded in the EYFS and woven into daily routines:

1. Democracy – Making decisions together

We encourage:

- Turn-taking and sharing
- Children's voices and opinions
- Problem solving
- Respect for different views

2. Rule of Law – Understanding why rules matter

Children help create rules and understand they apply to everyone.

3. Individual Liberty – Freedom for all

Children develop confidence, independence and positive self-identity. We support them to express feelings, make choices and explore safely.

4. Mutual Respect & Tolerance

We teach children to:

- Value different faiths, cultures and families
- Appreciate similarities and differences



- Show respect and kindness
- Challenge stereotypes

We NEVER:

- Promote intolerance
- Segregate by gender
- Isolate children from their community
- Ignore discriminatory behaviour