



Our Commitment to Equality and Inclusion

At our infant school, we are committed to upholding the principles of equality and inclusion across all aspects of school life. We actively work to meet the Public Sector Equality Duty objectives through the following practices:

Principle 1: Equal Value

We believe that every member of our school community—children, families, staff, and visitors—is of equal value. Our inclusive ethos ensures that all learners and their families are welcomed, respected, and supported regardless of background or circumstance.

Principle 2: Recognising and Respecting Difference

We understand that treating people equally does not mean treating everyone the same. Our policies and practices reflect this by:

- Making reasonable adjustments for children with disabilities.
- Celebrating cultural diversity through curriculum content and events such as black history month, Diwali and in a range of other ways. As well as celebrating uniqueness and promoting this.
- Recognising and responding to the different needs of boys and girls. This is done through:

During continuous provision, we ensure that both indoor and outdoor areas offer a wide range of activities that appeal to different preferences. While some children may gravitate towards construction, physical play, or role-play, others may prefer quieter activities like drawing, storytelling, or small-world play. We avoid gender stereotyping and encourage all children to explore all areas.

In literacy, if we notice that boys are less engaged with writing tasks, we might introduce mark-making through high-interest themes. For girls who may prefer storytelling, we might use puppets or story sacks to build confidence in oral language and narrative structure.

In PE, we offer varied activities that cater to different energy levels and interests, ensuring that both boys and girls feel confident and included. For example, we might balance competitive games with dance, yoga, or cooperative team challenges.

In PSHE, we use storybooks and circle time to explore emotions, friendships, and identity, ensuring that all children feel safe expressing themselves and that gender-based assumptions are challenged gently and appropriately.

- Respecting all faiths and beliefs.
- Valuing contributions from all age groups within our community.
- Supporting children and families of all sexual identities.

We are committed to creating an inclusive environment where all children and families feel seen, respected, and valued. This done through:

Inclusive Storybooks and Resources

We use age-appropriate storybooks that reflect a range of family types and challenge gender stereotypes. Books featuring families with two mums or two dads, helping children understand that love and care define a family—not its structure. Texts like *Boys Like Pink*, which encourage children to express themselves freely and challenge traditional gender norms. These stories are shared during circle time, story sessions, and linked to PSHE themes to spark discussion and promote empathy.

Jigsaw PSHE Programme

Through the Jigsaw curriculum, we embed inclusive values across all year groups:

Celebrating Difference units explore what makes us unique, including family diversity and gender identity, in a child-friendly way. Relationships units help children understand different types of families and friendships, promoting respect and kindness. Lessons are designed to be inclusive and sensitive, using scenarios and characters that reflect a variety of backgrounds and identities.

Whole-School Approach

Assemblies often include themes of respect, diversity, and British Values, reinforcing messages of inclusion. Parents are invited to attend assemblies and events, helping build a shared understanding and celebration of diversity. Staff are trained to use inclusive language and respond appropriately to children’s questions about identity and family structures.

Principle 3: Fostering Positive Attitudes and Relationships

We promote mutual respect and understanding through:

- PSHE lessons and storybooks that explore different family types, homelessness, and social issues.
- Assemblies that teach British Values, with themes such as tolerance, respect, and democracy.
- Opportunities for parents to attend assemblies and engage in school life, fostering a shared sense of belonging.

Principle 4: Equalities in Staff Recruitment and Development

Our recruitment policies are designed to ensure equal opportunities for all applicants. We follow fair and transparent procedures and support ongoing professional development for all staff, regardless of protected characteristics.

Principle 5: Reducing Inequalities and Barriers

We actively identify and address barriers to learning and participation. This includes:

- Providing tailored support for children with additional needs.
- Ensuring accessibility in the physical environment and learning materials.
- Promoting inclusive teaching strategies that reflect diverse experiences.

Principle 6: Consultation and Involvement

We engage with families, staff, and external professionals to shape our policies and practices. Feedback is sought through regular communication, meetings, and surveys, ensuring that all voices are heard and considered.

Principle 7: Benefiting Society

Our curriculum and activities are designed to foster social cohesion and understanding. Through inclusive teaching, community engagement, and celebration of diversity, we aim to contribute positively to both our local and wider society.

The above will be reviewed annually or if a new equality related issues arise.