



busy bees

P R E S C H O O L

EQUALITY, INCLUSION & SEND POLICY

Our Approach

At Busy Bees Preschool, every child is valued, respected and included. We celebrate individuality and diversity and do not tolerate discrimination, prejudice or stereotyping.

We follow the Equality Act 2010, Children and Families Act 2014, EYFS Statutory Framework, SEND Code of Practice and relevant safeguarding and information-sharing guidance.

Equality and Inclusion

We aim to remove barriers so that every child can take part fully in preschool life. We will:

- Make reasonable adjustments to activities, resources and the environment.
- Provide appropriate communication, visual and sensory support.
- Consider accessibility when planning activities, outings and events.
- Use books and resources that positively represent different cultures, families, abilities and experiences.
- Challenge discrimination and stereotypes appropriately.
- Have high expectations for every child while recognising that children may need different support to participate.
- Respect children's and families' individual circumstances, cultures and beliefs.

Supporting Children with SEND

We identify and respond to additional needs as early as possible. A formal diagnosis is not needed before support is provided.

We use an **assess, plan, do and review** approach and may provide individual strategies, reasonable adjustments and additional support. We work closely with parents and, where appropriate, other professionals to support each child's development, independence, wellbeing and transition to school.

SENCO

Our **SENCO is Ellie Hedgecock-Grant**. She coordinates SEND provision, supports staff, works with families and professionals, reviews support and helps with transition planning.

We may work with services such as health visitors, speech and language therapists, paediatricians, Portage, Child Development Centre and local authority SEND services where appropriate.

Working with Families

Parents and carers are important partners in supporting children's inclusion and development. We listen to their views, share relevant information and involve them in planning and reviewing support.

We will communicate in accessible ways and make reasonable adjustments where needed.

Diversity and Discrimination

Children are encouraged to respect and value others. Discriminatory language or behaviour will be addressed calmly and appropriately, taking account of children's age and understanding.

Where an incident raises a safeguarding concern, our **Safeguarding and Child Protection Policy** will be followed.

Information Sharing

We respect families' privacy and handle information securely. Information will normally be discussed with parents and consent obtained where appropriate. However, information may be shared without consent where this is necessary to safeguard a child or where there is another lawful reason or statutory duty to share it.

Local Offer

Our **Local Offer** provides further information about how Busy Bees supports children with SEND and how families can access additional help and local services.

Concerns

Parents can speak to the Manager or SENCO about any concerns regarding equality, inclusion or SEND support. Concerns will be handled in accordance with our **Complaints Procedure**, and no child or family will be treated unfairly for raising a concern.

Last reviewed: September 2026

Next review: September 2027