



# Equality, Diversity & Inclusion Policy

## Policy Statement

Play, Learn, Grow! Cannock is committed to providing a welcoming, inclusive and supportive environment for all babies, parents and caregivers attending sessions. We believe that every family should feel valued, respected and able to participate fully, regardless of background, identity or individual needs.

Play, Learn, Grow! Cannock aims to ensure that sessions are accessible, inclusive and respectful of diversity, and that all families are treated fairly and without discrimination.

## Commitment to Equality

Play, Learn, Grow! Cannock is committed to promoting equality and preventing discrimination. We aim to create an environment where all families feel comfortable, supported and included.

We welcome families regardless of:

- Race or ethnicity
- Religion or belief
- Gender
- Gender identity
- Sexual orientation
- Disability
- Additional needs
- Age of parent or caregiver
- Family structure
- Socioeconomic background
- Cultural background

All families will be treated with respect and fairness at all times.

## Inclusive Environment

Play, Learn, Grow! Cannock aims to provide an inclusive environment by:

- Welcoming all families
- Using inclusive and respectful language
- Encouraging participation at each baby's own pace
- Adapting activities where possible
- Being mindful of different needs
- Creating a supportive atmosphere
- Promoting kindness and respect between attendees

Participation in activities is always optional, and families are encouraged to engage in ways that suit their baby.

## Supporting Babies with Additional Needs

Play, Learn, Grow! Cannock aims to support babies with additional needs wherever possible. This may include:



- Allowing extra time for participation
- Adapting activities where appropriate
- Providing quieter participation where possible
- Supporting different developmental stages
- Working with parents to understand needs

Parents and caregivers are encouraged to share any relevant information that may help support their baby's participation.

Nobody knows your baby better than you. If there is anything I can do to enhance and improve their experience, please do let me know and I shall do everything I can to accommodate this.

### **Respect for Cultural Differences**

Play, Learn, Grow! Cannock respects and values cultural diversity. We aim to:

- Be respectful of cultural practices
- Use inclusive materials where possible
- Create a welcoming environment for all families
- Be mindful of different parenting approaches
- Respect religious observances where known

Families are welcome and encouraged to share information that may support inclusion. It is something I am keen to include within sessions!

### **Non-Discrimination**

Play, Learn, Grow! Cannock will not tolerate discrimination, harassment or exclusion on any grounds. This includes behaviour based on:

- Race
- Religion
- Disability
- Gender
- Sexual orientation
- Family structure
- Background
- Appearance

Any behaviour that makes others feel uncomfortable or excluded shall be addressed. Should this behaviour continue, it is at the discretion of myself to terminate your place.

### **Accessibility**

Where reasonably possible, Play, Learn, Grow! Cannock aims to:

- Use accessible venues
- Allow space for prams where possible
- Provide flexible participation
- Offer support where appropriate
- Consider different needs during planning



Parents and caregivers are encouraged to discuss any accessibility requirements.

### **Parent and Caregiver Behaviour**

Parents and caregivers are expected to:

- Treat others with respect
- Use inclusive language
- Support a welcoming environment
- Be mindful of differences
- Avoid judgement of other families

Play, Learn, Grow! Cannock reserves the right to address behaviour that does not support an inclusive environment.

### **Concerns**

If a parent or caregiver feels they have experienced discrimination or exclusion, they are encouraged to raise this in line with the Complaints Policy. Concerns will be taken seriously and handled sensitively.

### **Commitment**

Play, Learn, Grow! Cannock is committed to celebrating diversity and creating an inclusive space where all babies and families feel welcomed, respected and able to participate comfortably. Cooperation from all attendees helps ensure a positive and supportive environment for everyone.

**Date of Policy: April 2026**

**Date of Policy Renewal: April 2027**

Signed: Rebecca Marfell

8<sup>th</sup> April 2026