



Hillbury House Nursery

Registered Day Nursery (130690)

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Inclusion, Equity and Diversity Policy – Information for Parents

At Hillbury House Nursery, we believe that every child and family is unique and deserves to feel valued, respected, and included. Our nursery is a home-from-home where children are supported to reach their full potential, regardless of background, ability, faith, family structure, or identity. We are proud to welcome and celebrate the diversity of our nursery community and ensure equity in everything we do.

Our Commitment to Inclusion and Equity

We are committed to creating an environment where everyone feels they belong. We recognise that each child has different needs and experiences, and we tailor our care and learning opportunities to support them as individuals. This means offering what each child needs to thrive – rather than giving everyone exactly the same.

Our approach is based on kindness, fairness, and respect. Children learn from adults who model inclusive behaviour and who value every person equally.

Celebrating Our Diverse Community

We celebrate the cultures, languages, and traditions that make each family unique. Throughout the year, we include cultural celebrations, music, food, and stories from around the world so that children see their own lives reflected and learn to appreciate those of others.

We also make sure our books, displays, and resources represent a wide range of families, abilities, and backgrounds – helping children grow up confident, curious, and compassionate.

Supporting Children with Additional Needs

If your child needs extra support, our team will work closely with you to understand what works best for them. We follow the principles of the Special Educational Needs and Disabilities (SEND) Code of Practice and seek advice from external professionals when needed. Together, we will create a plan that helps your child feel confident and supported in their learning journey.

Working in Partnership with Families

Parents and carers are our partners in every aspect of nursery life. We take time to get to know each family and encourage open, two-way communication. We welcome your ideas, feedback, and involvement – whether that's sharing family traditions, joining activities, or helping us improve our practice.



We recognise that families come in many forms – and we respect and celebrate that diversity. We are committed to making sure every family feels seen, heard, and supported.

How We Promote Equity and Respect

- We make sure every child has access to the same high-quality experiences, with extra support where needed.
- We use inclusive language and celebrate each child's background, culture, and identity.
- We adapt routines and activities so all children can take part fully.
- We challenge stereotypes and help children learn about fairness and kindness.
- We train our team regularly in inclusion, equality, and anti-discriminatory practice.

Continuous Reflection and Improvement

We regularly review our inclusion and equity practices to make sure they meet the needs of our families and community. We welcome feedback from parents to help us grow and ensure that Hillbury House remains a truly inclusive, respectful, and nurturing place for every child.

At Hillbury House Nursery, inclusion is not just a policy – it's part of who we are. By celebrating differences and providing equitable opportunities, we help children grow into kind, confident individuals who respect and value others.