Ashbridge
INDEPENDENT SCHOOL & NURSERIES

INCLUSION AND EQUALITY POLICY

Approved by: SLT

Approved date: February 2026

Review date: February 2027

Accessibility: Available on the website and on request

Scope: Ashbridge Independent School and Nursery, Ashbridge on Ribble, The Fledglings Nursery and Ashbridge Nursery at Maxy Farm

At Ashbridge we aim to -

Create a secure, accepting, collaborating, and stimulating community in which everyone is valued.

We are committed to developing and promoting inclusive values, shared between families, children, and our staff team. Inclusion is at the heart of our vision and as such is central to all our policies, practices and procedures.

- Everyone is made to feel welcome
- Children help each other
- Staff collaborate with each other
- Staff and children treat one another with respect
- There is an effective partnership with parents/carers
- Staff and the leadership teams work well together
- Local communities are involved in the life of nursery and school

- There are high expectations of all children
- Children are equally valued
- We promote non-discriminatory practice in everyday life
- Staff seek to remove all barriers to learning and participation in nursery and school life

- Staff appointments and promotions are fair and in line with principles of equality
- All new staff are helped to settle through a thorough induction process
- School and nursery buildings are physically accessible to all people
- All children new to the nursery and school are helped to feel settled
- Teaching groups are arranged so that all children are valued

- All forms of support are well co-ordinated
- Staff development helps staff to respond to children's diversity
- SEN policies are inclusive policies
- There is co-ordinated support for children learning English as an additional language
- Pastoral and behavioural support policies are linked to teaching and learning

- The curriculum, activities and lessons are responsive to children's diversity
- The curriculum is accessible to all children
- Children are actively involved in their own learning
- Children learn collaboratively
- Assessment procedures encourage the achievements of all children
- Behaviour management policies and procedures are based on mutual respect
- Staff plan, review, teach and facilitate learning in partnership

- Resources and facilities are distributed and used fairly to support inclusion
- Staff expertise is fully utilised
- Individuality is acknowledged as a resource for teaching and learning

We welcome applications for children from all backgrounds and of all abilities, providing we can meet their needs. See also Admissions and Special Educational Needs policy.