



Inclusion and Equality

Statement of intent

At The Nurture Circle we take great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within our company.

A commitment to implementing our inclusion and equality policy will form part of each of our teams ethos. Should anyone believe that this is not being upheld, it is their duty to report the matter to the attention of the Company owner at the earliest opportunity.

At The Nurture Circle our 'Nature Club' sessions are a child led experience and wherever possible the children will be allowed to follow their own interests providing they show respect for each other and the woodland area. As such staff are committed to:

- Ensuring inclusion & equality run through all 'Nature Club' experiences
- Including all staff, parents & adults in all activities in a nurturing and caring environment
- Offering play invitations considering all different learning styles to promote independence during the session
- Ensuring all those participating feel their experiences and contributions are valued and recognised
- Promoting an environment of respect for others views and ideas and working harmoniously together recognising individuals choices to work in groups, pairs or individually
- Making adjustments, wherever possible, to accommodate all staff, parents and children with specific needs to promote and deliver equal access to our services.

Staff

It is the policy of The Nurture Circle not to discriminate in the treatment of individuals. All our team are highly valued and appreciated for the contributions, dedication, skills and hard work they bring to our company. As such, all staff show a deep understanding and a commitment to the implementation, monitoring and improvement of this and other policies. All staff naturally challenge any biases, language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds specified in this policy and recognise and celebrate other cultures and traditions, examining and developing their own practise through experience and reflection. All staff are expected to participate in equality and inclusion training to continue their professional development.

Staff will follow the 'Dealing with Discriminatory Behaviour' policy where applicable to report any discriminatory behaviours observed.

The company recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. All new staff receive induction training including specific reference to the inclusion and equality policy. The company will strive towards the provision of inclusion, equality and diversity training for all staff on an annual basis and as part of team meetings & supervisions.

For more information on our staff equality policy please refer to our staff recruitment & retention policy.

Early learning framework

Early learning opportunities offered on our 'Back to Nature' sessions encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves by allowing them to lead the session
- Ensuring that all children have equal access to early learning and play opportunities
- Reflecting the widest possible range of communities in the choice of experiences gaining a knowledge of children's own cultural capital
- Avoiding stereotypical or derogatory images, language or practises
- Creating an environment of mutual respect and empathy
- Helping children to understand that discriminatory behaviour and remarks are unacceptable

- Ensuring that all outdoor learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to early learning opportunities and are supported in their learning
- Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made
- Ensuring the medical, cultural and dietary needs of children are met
- Developing meaningful relationships with each child and adult to continuously support & foster each child's learning and development through sensitive interaction & observation for the holistic development of the child
- Helping children to learn about a range of food and cultural approaches to meal times and to respect the differences among them.

This policy was adopted on	Signed on behalf of the company	Date for review
07/06/2021	<i>Geri Weeks</i>	07/06/2022

