

Equal Opportunities, Inclusion and Diversity Policy

Deadline for policy to be reviewed by:	Reviewed and shared on:	Manager/director initials:
Sep 2024	Sep 2024	LC
Sep 2025	Sep 2025	LC

Statement of Intent

Management and staff at Bee in the Woods are fully committed to ensuring that all of the children within their care have equality of access to the curriculum on offer regardless of their gender, religion, cultural, linguistic or socio-economic background or any special educational needs they might have.

The Equality Act 2010 sets out the legal obligations for Early Years providers, towards children with special educational needs and/or a disability (SEND). Bee in the Woods Kindergarten fully supports and follows these requirements and ensures that we:

- eliminate discrimination
- promote equality of opportunity
- foster good relations between disabled and non-disabled children and young people
- actively challenge racism, prejudice and bias in all its forms, ensuring an anti-racist approach across our provision.

Our Commitment

Our aim is to provide a learning environment in which all children feel safe and secure and where they can play and work together in harmony.

Children are encouraged and taught to be kind and considerate and tolerant towards each other and towards the adults at Bee in the Woods Kindergarten. Staff sensitively support children in developing an awareness of the consequences of their actions and words upon both themselves and others.

Our team of educators are aware of the existence of discrimination towards particular groups of people within our society and of its damaging and negative effects.

We commit to regular staff training, reflection and discussion on Equality, Diversity and Inclusion. This includes professional learning, reflective supervision and team-based discussions that help us to continually evaluate our approach, language, resources and curriculum planning.

An 'Equality, Diversity & Inclusion Panel' has been established, with representatives from each team across Bee in the Woods. The panel meet once a term to review practice, reflect on current provision and plan for improvements and curriculum development. The panel will also support our Eco-Schools and sustainability work to ensure these projects represent and involve our whole community.

At Bee in the Woods, we work hard to create an atmosphere and ethos of inclusion, tolerance and mutual respect among our children and their families. We ensure that children's voices and family perspectives are actively sought and valued in shaping our curriculum, particularly through shared celebrations, storytelling, and feedback opportunities.

We expect full cooperation from parents and carers in our work in this very important area. Any parents, carers or other family members or friends who make a comment or carry out an act which may be considered discriminatory or offensive in nature towards either an individual or particular group of people will be asked to meet with the Manager.

Representation in Curriculum

We commit to ensuring that our resources, books, stories, songs and celebrations reflect a wide range of cultures, languages, ethnicities and family structures. Representation matters and children see themselves and others reflected positively in the environment and curriculum.

Our sustainability curriculum recognises the diverse voices, skills and knowledge of different community groups. We actively seek opportunities to connect with community partners to broaden children's understanding of environmental care and sustainability in inclusive, culturally relevant ways.

Our Values of Humanity and Kindness

At Bee in the Woods, we recognise that the EYFS requires early years settings to promote "Fundamental British Values." We interpret and teach these values through our own lens; as **Values of Humanity and Kindness**. This better reflects our inclusive, global and nature-connected ethos. This means we nurture children's understanding of respect, fairness,



democracy and care for others and the world around them. Through our daily practice, we model and celebrate kindness, empathy, curiosity and community. These universal human values underpin our Froebelian philosophy and ensure that every child learns they are part of a wider, interconnected world where everyone belongs and every voice matters.

Monitoring and Review

This policy will be reviewed annually by the leadership team, staff and parent representatives. Feedback will be invited from children (where age-appropriate), families and the wider community to ensure our approach remains relevant, inclusive and anti-racist.

The Equality, Diversity & Inclusion Panel will support the monitoring of this policy, ensuring that actions and reflections from panel meetings are shared with the wider team each term.