

Valuing diversity and promoting inclusion and equality

Policy statement

Woodland Corner are committed to ensuring that our service is fully inclusive and non-discriminatory.

Woodland Corner recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. We are committed to following anti-discriminatory practice to promote equality of opportunity and to valuing diversity for all children and families using our setting.

Woodland Corner aim to:

- promote equality and value diversity within our service and foster good relations with the local community;
- actively include all families and value the positive contribution they make to our service;
- promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- provide a secure and accessible environment in which every child feels safe and equally included;
- improve our knowledge and understanding of issues relating to anti-discriminatory practice;
- challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
 - age;
 - gender;
 - gender reassignment;
 - marital status;
 - pregnancy and maternity;
 - race;
 - disability;
 - sexual orientation; and
 - religion or belief.
- where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service.

Admissions Procedures

Please refer to our Admissions Policy.

Woodland Corner ensures that our setting is open and accessible to all members of the community. We base our Admissions Policy on a fair system and do not discriminate against a child or their family in our service provision.

Woodland Corner aims to reflect the diversity of our community and wider society in our publicity and promotional materials.

Employment procedures

Please refer to our Employment and Recruitment Policy.

Woodland Corner advertise posts and all applicants are judged against explicit and fair criteria. Applicants will be considered on the basis of their suitability for the post, regardless of disability, sex, sexual orientation, race, religion or belief, age, gender reassignment, pregnancy and maternity, marital or civil partnership status. All our job descriptions include a commitment to promoting equality, and recognising and respecting diversity as part of their specifications. We monitor our application process to ensure that it is fair and accessible.

Employee training

Woodland Corner seek out training opportunities for our staff and volunteers to enable them to develop anti-discriminatory and inclusive practices.

We review our practices to ensure that we are fully implementing our policy for Valuing Diversity and Promoting Equality. We make sure that all practitioners are familiar with and have easy access to the following:

Fundamental British Values in the Early Years (Foundation Years 2015)

Prevent Duty Guidance: for England and Wales (HMG, 2015)

The Prevent Duty: Departmental Advice for Schools and Childcare Providers (DfE 2023)

SEND Code of Practice (2014)

Curriculum

The curriculum offered in our setting encourages children to develop positive attitudes about themselves as well as about people who are different from themselves. It encourages development of confidence and self-esteem, empathy, critical thinking and reflection.

Woodland Corner ensure that our practice is fully inclusive by:

- creating an environment of mutual respect and tolerance;
- modelling desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- positively reflecting the widest possible range of communities within resources;
- avoiding use of stereotypes or derogatory images within our books or any other visual materials;
- celebrating locally observed festivals and holy days;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning;
- ensuring that disabled children and those with special educational needs are fully supported.

Woodland Corner work in partnership with parents/carers to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met where ever possible. Woodland Corner help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Accessibility

Woodland Corner will ensure that our environment is as accessible as possible for all visitors and service users. We will regularly review access to the setting and make reasonable adjustments to ensure that disabled children can participate fully in the services and curriculum offered by the setting.

Valuing diversity in families

Woodland Corner welcome the diversity of family lifestyles and work to ensure that all families feel welcome in our setting.

Woodland Corner encourage children to contribute stories of their everyday life to the setting.

Woodland Corner encourage mothers, fathers and other carers to take part in the life of the setting and to contribute fully. Methods of communication are reviewed to ensure that all families have information about the setting. Appropriate steps will be taken to ensure that all families who wish to may attend and be involved in the running of the setting.

Woodland Corner offer a flexible payment system for families experiencing financial difficulties and offer information regarding sources of financial support.

Challenging discriminatory behaviour

Woodland Corner will take action against any discriminatory, prejudicial, harassing or victimising behaviour by our staff, volunteers or parents/carers.

Please refer to our Promoting Positive Behaviour Policy and our Grievance and Disciplinary Policy.

Monitoring and reviewing

So that our policies and procedures remain effective, Woodland Corner monitor and review them annually to ensure our strategies meet our overall aims to promote equality, inclusion and to value diversity.

Woodland Corner provide a complaints procedure and a complaints summary record for parents/carers to see.

Public Sector Equality Duty

Woodland Corner have regard to the Duty to eliminate discrimination, promote equality of opportunity, foster good relations between people who share a protected characteristic and those who do not.

Legal framework

The Equality Act (2010)

Children Act (1989) & (2004)

Children and Families Act (2014)

Special Educational Needs and Disabilities Code of Practice (2014)

Prevent Duty (2015 updated 2023)

This policy was adopted at a meeting of

Woodland Corner

Held on (date) 28th January 2026

Signed on behalf of the Management Committee

Jess Brown

Role of signatory (e.g. chairperson etc.)

Chairperson

Review date

January 2027