



## **Little Forest Folk**

### **Equal Opportunities, Inclusion and Diversity Policy**

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*Reviewed by: Xiao Flynn*

Management and staff at Little Forest Folk 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 social-economic background or any special educational needs they might have.

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 to be kind and considerate towards each other and towards the adults at Little Forest Folk.

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. At Little Forest Folk we work hard to create an atmosphere and ethos of tolerance and mutual respect among our children and their families.

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 attend an interview with the Manager.

Little Forest Folk's Promoting British Values policy ties in with our equal opportunities, inclusion and diversity policy.

### **Celebrating Diversity at Little Forest Folk**

Little Forest Folk believes that we all have a responsibility to ensure equality of access and opportunity and valuing diversity for all children and adults with whom they have contact on a day-to-day basis. This includes the staff in the nurseries, the children and families attending, volunteers and students. We ensure that we are fully inclusive in meeting the needs of all children, regardless of their ethnic heritage, social and economic background, gender, ability or disability.



We aim to provide an environment which ensures that the nurseries provide, for the children, families and staff, a non-discriminatory environment where individual differences are acknowledged and valued. Our community supports parents and the wider community to adopt an approach of equal opportunities, making clear that discrimination against individuals on the grounds of difference will not be tolerated and will be challenged in a constructive manner.

#### Recruitment:

- All applicants are judged against an explicit and fair criterion for a particular position.
- Applications are welcome from all backgrounds.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service.
- All job descriptions include a commitment to us being an equal opportunities employer.
- We update and monitor our recruitment procedure to ensure it is fair and accessible.
- Line managers will act and react towards staff in a manner which respects their dignity and upholds the principles of this policy. They shall work to ensure that those under their management and supervision act in a similar way in their relationships with each other.
- Discrimination, harassment, abuse, victimisation or bullying of staff, children, families or any others in the course of their work as disciplinary offences that could be regarded as gross misconduct. Condoning such behaviour could also be treated as a disciplinary offence.
- Our Grievance and Disciplinary Policies will be used to deal with any complaints about discrimination, harassment or bullying involving staff.

#### Our teams :

- Provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all of the activities of the setting.
- Celebrate a wide range of festivals.
- Making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities

Little Forest Folk believes that the values and attitudes that affect a child's development are influenced by many things, but that education plays a significant role in providing children with experiences that may shape their values and attitudes. We therefore believe that by providing children with a wide range of books, activities, play experiences and opportunities to talk about what they feel, that we can help children in developing understanding, consideration and empathy for the diverse world that we live in.



This is not an exhaustive list but below are some of the books that we share with children at Little Forest folk:

Billy and the Beast by Nadia Shireen - lovely story that features a lot of the animals in the forest.

[https://www.amazon.co.uk/Billy-Beast-Nadia-Shireen/dp/1780080689/ref=sr\\_1\\_1?dchild=1&keywords=billy+and+the+beast&qid=1591956871&sr=8-1](https://www.amazon.co.uk/Billy-Beast-Nadia-Shireen/dp/1780080689/ref=sr_1_1?dchild=1&keywords=billy+and+the+beast&qid=1591956871&sr=8-1)

Amazing Grace by Mary Hoffman - a classic with beautiful illustrations

[https://www.amazon.co.uk/Amazing-Grace-Mary-Hoffman/dp/1845077490/ref=sr\\_1\\_1?dchild=1&keywords=amazing+grace+book&qid=1591957001&s=books&sr=1-1](https://www.amazon.co.uk/Amazing-Grace-Mary-Hoffman/dp/1845077490/ref=sr_1_1?dchild=1&keywords=amazing+grace+book&qid=1591957001&s=books&sr=1-1)

The Great Big Book of Families by Mary Hoffman - beautifully illustrated a book about families in different shapes and circumstances and backgrounds

[https://www.amazon.co.uk/Great-Big-Book-Families/dp/1847805876/ref=sr\\_1\\_1?crid=IEWWEQSUW3WC&dchild=1&keywords=the+great+big+book+of+families+mary+hoffman&qid=1591957040&srefix=mary+hoffman+big+%2Caps%2C142&sr=8-1](https://www.amazon.co.uk/Great-Big-Book-Families/dp/1847805876/ref=sr_1_1?crid=IEWWEQSUW3WC&dchild=1&keywords=the+great+big+book+of+families+mary+hoffman&qid=1591957040&srefix=mary+hoffman+big+%2Caps%2C142&sr=8-1)

Ruby's Worry by Tom Percival - PSED book about a girl, who is anxious and how talking about worries helps.

[https://www.amazon.co.uk/Rubys-Worry-Tom-Percival/dp/1408892154/ref=b2b\\_gw\\_d\\_simh\\_5/259-9772797-9622932?encoding=UTF8&pd\\_rd\\_i=1408892154&pd\\_rd\\_r=b1d5a99f-8edf-4cab-8fcc-119f30774bee&pd\\_rd\\_w=rI7u2&pd\\_rd\\_wg=4A8So&pf\\_rd\\_p=27b37f63-ff43-4119-abef-07be1f0b23b9&pf\\_rd\\_r=4J1GDPT7ZERT7895GAW2&psc=1&refRID=08HNC8A00VM62E70PSDQ](https://www.amazon.co.uk/Rubys-Worry-Tom-Percival/dp/1408892154/ref=b2b_gw_d_simh_5/259-9772797-9622932?encoding=UTF8&pd_rd_i=1408892154&pd_rd_r=b1d5a99f-8edf-4cab-8fcc-119f30774bee&pd_rd_w=rI7u2&pd_rd_wg=4A8So&pf_rd_p=27b37f63-ff43-4119-abef-07be1f0b23b9&pf_rd_r=4J1GDPT7ZERT7895GAW2&psc=1&refRID=08HNC8A00VM62E70PSDQ)

Ravis' Roar by Tom Percival - PSED book about a boy, who get very angry and the effect this has on his friends and how he learns to manage his emotions.

[https://www.amazon.co.uk/Ravis-Roar-Tom-Percival/dp/1408892189/ref=sr\\_1\\_1?crid=UJ4LDJX54O1M&dchild=1&keywords=ravis+roar&qid=1591957444&s=books&srefix=ravis%27%2Cstrippbooks%2C136&sr=1-1](https://www.amazon.co.uk/Ravis-Roar-Tom-Percival/dp/1408892189/ref=sr_1_1?crid=UJ4LDJX54O1M&dchild=1&keywords=ravis+roar&qid=1591957444&s=books&srefix=ravis%27%2Cstrippbooks%2C136&sr=1-1)



Look Up by Nathan Bryon - about a girl (who happens to be Black) who loves stars and space and her big brother

[https://www.amazon.co.uk/Look-Up-Nathan-Bryon/dp/0241345847/ref=pd\\_sbs\\_14\\_4/259-9772797-9622932?\\_encoding=UTF8&pd\\_rd\\_i=0241345847&pd\\_rd\\_r=dae845bc-cc06-4a4f-960e-702ade9aff6e&pd\\_rd\\_w=l53aJ&pd\\_rd\\_wg=ivxi6&pf\\_rd\\_p=2773aa8e-42c5-4dbe-bda8-5cdf226aa078&pf\\_rd\\_r=3NH1FQHFK6V1YBJDAWET&psc=1&refRID=3NH1FQHFK6V1YBJDAWET](https://www.amazon.co.uk/Look-Up-Nathan-Bryon/dp/0241345847/ref=pd_sbs_14_4/259-9772797-9622932?_encoding=UTF8&pd_rd_i=0241345847&pd_rd_r=dae845bc-cc06-4a4f-960e-702ade9aff6e&pd_rd_w=l53aJ&pd_rd_wg=ivxi6&pf_rd_p=2773aa8e-42c5-4dbe-bda8-5cdf226aa078&pf_rd_r=3NH1FQHFK6V1YBJDAWET&psc=1&refRID=3NH1FQHFK6V1YBJDAWET)

I love my Hair by Natasha Anastasia Tarpley

[https://www.amazon.co.uk/Love-Hair-Natasha-Anastasia-Tarpley/dp/0316525588/ref=pd\\_sbs\\_14\\_26?\\_encoding=UTF8&pd\\_rd\\_i=0316525588&pd\\_rd\\_r=d22fad46-4697-4006-bc0b-281a35a1906d&pd\\_rd\\_w=QSDA8&pd\\_rd\\_wg=xw8qs&pf\\_rd\\_p=2773aa8e-42c5-4dbe-bda8-5cdf226aa078&pf\\_rd\\_r=JBQSDN40145GMC753KM6&psc=1&refRID=JBQSDN40145GMC753KM6](https://www.amazon.co.uk/Love-Hair-Natasha-Anastasia-Tarpley/dp/0316525588/ref=pd_sbs_14_26?_encoding=UTF8&pd_rd_i=0316525588&pd_rd_r=d22fad46-4697-4006-bc0b-281a35a1906d&pd_rd_w=QSDA8&pd_rd_wg=xw8qs&pf_rd_p=2773aa8e-42c5-4dbe-bda8-5cdf226aa078&pf_rd_r=JBQSDN40145GMC753KM6&psc=1&refRID=JBQSDN40145GMC753KM6)

Julian is a mermaid by Jessica Love

[https://www.amazon.co.uk/Julian-Mermaid-Jessica-Love/dp/1406386421/ref=sr\\_1\\_1?dchild=1&keywords=mermaid+julian&qid=1591957705&sr=8-1](https://www.amazon.co.uk/Julian-Mermaid-Jessica-Love/dp/1406386421/ref=sr_1_1?dchild=1&keywords=mermaid+julian&qid=1591957705&sr=8-1)

Whilst we believe that we are doing many things to encourage equality and diversity we are always looking for new ways to tackle inequality and embrace diversity. We welcome ideas and suggestions from families and staff as to what more we can do to support and encourage our community to ensure a world where discrimination of any kind is stopped.

If you have any suggestions or ideas then please do send these to [info@littleforestfolk.com](mailto:info@littleforestfolk.com) or alternatively speak to your Nursery Manager.