The Nest
CARE & HOLIDAY CLUB

ANTI-RACISM POLICY

Introduction

At The Nest, we believe that every child deserves a safe, inclusive, and welcoming environment where they feel valued, respected, and able to thrive. We are committed to promoting equality and diversity and actively opposing all forms of discrimination, including racism. This Anti-Racism Policy outlines our commitment to creating a culture of acceptance and respect while providing guidance to prevent and address racial discrimination at the Nest.

Aim

The aim of this policy is to:

• Foster an environment where all children, families, and staff feel safe, respected, and valued, regardless of their racial or cultural background.
• Actively promote anti-racism through our curriculum, activities, policies, and everyday interactions.
• Equip staff with the knowledge and skills to challenge discrimination and foster inclusivity in the Nest setting.
• Support children in understanding diversity, celebrating differences, and developing empathy and respect for all people.
• Establish procedures for addressing any incidents of racism or discrimination, ensuring they are handled fairly and sensitively.

Commitments and Actions

To support an anti-racist environment, we are committed to the following actions:

1. Inclusive Curriculum

- We will ensure that our curriculum reflects diversity, celebrating different cultures, backgrounds, and experiences through books, activities, and visual materials.
- We will introduce children to a variety of cultural practices and perspectives, helping them understand and appreciate differences.

2. Staff Training and Development

- All staff will receive regular training on anti-racism, unconscious bias, and cultural competence to support inclusive teaching and interactions.
- Staff are encouraged to engage in ongoing learning about racism, equality, and diversity to model respectful, inclusive behaviour.

3. Policies and Procedures

- Our policies, including those for admissions, recruitment, and complaints, will be reviewed regularly to ensure they are fair and inclusive.
- We will take all incidents of discrimination seriously and address them in line with our safeguarding and disciplinary procedures.
- All racist incidents will be recorded, investigated, and monitored to identify any patterns or areas requiring further action.
- Where appropriate, incidents will be shared with parents/carers and external agencies in line with safeguarding procedures.

4. Promoting Open Dialogue

- We aim to create an environment where families, staff, and children feel comfortable discussing issues related to race and diversity.
- We welcome feedback and input from parents and guardians to help us improve our anti-racist practices.

5. Supporting Children's Understanding

- We will guide children in developing empathy, kindness, and respect for others, encouraging positive attitudes toward diversity.
- Age-appropriate discussions and activities will be used to help children understand fairness, inclusion, and the importance of standing up against discrimination.

6. Promoting British Values

- We promote fundamental British values, including mutual respect and tolerance of those with different faiths and beliefs, helping children to understand and respect differences.

Legislation and Guidance

This policy is informed by the following legislation and guidance:

1. Equality Act 2010 – Protects individuals from discrimination based on "protected characteristics," including race, and ensures that all individuals have equal rights and opportunities.
2. Early Years Foundation Stage (EYFS) Statutory Framework (DfE 2024) – Emphasises the need to promote equality and inclusive practice, ensuring no child is unfairly discriminated against.
3. UN Convention on the Rights of the Child (UNCRC) – Supports children's right to be protected from discrimination (Article 2) and to develop respect for their own and other cultures (Article 30).
4. Prevent Duty Guidance (updated 2023) – Supports the promotion of fundamental British values, including mutual respect and tolerance of different faiths and beliefs.

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This policy was adopted on 1st November 2014 & is reviewed annually.

Signed on behalf of The Nest _____

Date Signed: _____

Date to be reviewed_____

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