

Equal Opportunity, Diversity and Inclusion Policy

Last update – 10th April 2025

Written by – Rosalyn Phillips in collaboration with staff team

Next review - April 2028

Derby Forest School is committed to providing a fully inclusive setting for all and believes that everyone has the right to have their individuality recognised and supported. We aim to promote diversity within our setting and workforce, that is representative of both the local community and wider society. Staff will ensure that they actively promote equality of opportunity and anti-discriminatory practices for all children and adults within our sessions.

They will do this by:

- Being open and honest with parents / carers who are considering a place at Forest School so that they can make an informed decision about how we can best meet their child's needs
- Acknowledging and valuing each child's individuality
- Seeking information from parents / carers about family customs and beliefs, religion, home language, dietary needs and personal care
- Actively promoting British Values such as democracy, rule of law, individual liberty and mutual respect for those with different beliefs to our own
- Enabling each child to feel good about themselves by celebrating the differences which make us unique
- Enabling each child to have equal access to activities and experiences with due regard to their age, gender, race, religion, culture, disability, special educational need, social background or composition of the family
- Recognising that providing equal access may mean adapting an activity, providing additional resources or giving some children more support than others
- Always appropriately challenging discriminatory attitudes, behaviour and language from both children and adults
- Encouraging children to take responsibility for their environment and to care for one another
- Promoting emotional literacy and supporting children to develop the skills needed to empathise with others.
- Recognising and welcoming all legislation, existing codes of practice, and ensuring that knowledge is kept up to date
- Using gender neutral language as much as possible and avoiding grouping children according to perceived gender
- Learning and using preferred pronouns for individuals
- Committing to continuous professional development in relation to language use around inclusion
- Taking seriously and investigating any complaints of discrimination
- Actively seeking diversity in the workforce when promoting job vacancies
- By being aware that we all have our own unconscious biases and taking steps to become aware of and overcome these and to support others to develop "Bias literacy" in a positive way