

Kangaroo Kids Inclusion, Equality and Diversity Policy

September 2023





Statement of intent:

Kangaroo Kids promotes inclusion, equality and diversity. Our inclusive practice ensures every child is welcomed and feels valued. We promote individual identity, a positive self-concept and high self-esteem for all children through treating each child as an individual and with equal concern. This ensures that each child's development and emotional needs are recognised and met.

How do we do this?

We take time to build relationships with children and their family, creating a supportive network.

We ensure visual materials are not bias and take care to represent diversity across all social groups. We make a conscious effort to remove stereotypes.

We provide a range of activities through which children can explore aspects of their identity. We identify similarities and differences between one another, promoting mutual respect and tolerance.

We ensure barriers to inclusion are removed or minimised where possible.

We work towards minimising and removing potential barriers to learning. These may include:

- English as an additional language – we use visual aids to support communication and provide opportunities for all children to practice their language skills.
- Affordability – we communicate possibilities for financial support and funding to all families to ensure those that require it can access it with ease.
- Accessibility – we are committed to making any necessary adjustments to ensure all children and parents can move around the site safely.
- Biases – everyone is warmly welcomed into the setting. Transition times are closely monitored to ensure a calm, positive experience for all.
- Staff are aware of the different barriers to inclusion and equality and consider implications. These are covered weekly at team briefings.

British Values

The fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those from different faiths and beliefs are embedded in our everyday practice.

Democracy -- making decisions together

We promote opportunities for decision-making every day at Kangaroo Kids. Children are encouraged to vote for their preferences at key intervals during the day such as story time. This builds confidence and self-awareness as children learn that their views count, yet can also value and respect those of others.

Rule of law -- understanding rules matter



Expectations are clearly outlined at Kangaroo Kids. When they are not followed, the impact of this is communicated to children. This builds towards an understanding of childrens' own behaviour and others.

Individual liberty -- freedom for all

Encourage children to express ideas freely. They are encouraged to explore new ideas and we follow childrens' interests to ensure these are valued. There are opportunities for children to play independently and collaboratively to develop unique strengths and talents.

Mutual respect and tolerance -- treat others with respect as you'd like to be treated

We provide a rich environment that encourages tolerances of all faiths, cultures, races, and views, along with differences and similarities. We celebrate a wide range of cultural events throughout the year and explore these during story time.

By promoting these values, we are actively educating our children and adults on our prevent strategy.