



Diversity and Equality Policy

Policy Statement

At Venture Outdoor Kindergarten, we are committed to ensuring that our service is fully inclusive in meeting the needs of all children and families.

We immerse children in diversity as a natural, everyday part of their learning and play.

Our approach is not tokenistic; diversity is woven into all aspects of our practice and environment. We actively review and adapt how we represent and celebrate diversity to ensure it remains authentic, meaningful, and reflective of both our community and wider society.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs, and values. Family structures may include one or two parents, of the same or different sex; children may live with extended families, or in families experiencing hardship or discrimination linked to ethnicity, disability, language, belief, sexual orientation, marital status, gender, or pregnancy and maternity. We understand these factors can affect well-being and life outcomes.

We are committed to **anti-discriminatory practice**, promoting equality of opportunity and valuing diversity for all.

Our Aims

We aim to:

- Promote equality and value diversity within our service, fostering good relations with the local community.
- Actively include families and value the positive contributions they bring.
- Create a positive, non-stereotyping environment that promotes dignity, respect and understanding of difference.

Diversity and Equality Policy 4.1

- Provide a secure, accessible, and welcoming environment in which every child feels safe and equally included.
- Continuously improve staff knowledge and understanding of anti-discriminatory practice.
- Challenge and eliminate discriminatory actions based on any protected characteristic under the Equality Act 2010.
- Take positive action where needed to support underrepresented or disadvantaged groups.

How We Do This

Admissions

- Admissions are fair and transparent; no child or family is discriminated against.
- Information is provided in clear, concise language and alternative formats where possible.
- Publicity and promotional materials reflect the diversity of our community.
- We make reasonable adjustments to ensure disabled children and families can fully participate.

Employment

- We welcome applicants from all backgrounds and monitor recruitment for fairness.
- Job descriptions include explicit commitment to promoting equality and respecting diversity.
- Selection processes are fair, with the role offered to the applicant who best meets the criteria.

Training & Professional Development

- We seek out training to ensure staff develop strong inclusive practice.
- Our Manager has completed formal **diversity training**, ensuring leadership of this area is knowledgeable and current.

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- All staff are trained to use inclusive language, avoid stereotypes, and celebrate differences.
- We reflect as a team on our practice regularly, guided by Devon County Council's expectations.

Curriculum & Everyday Practice

- We **immerse children in diversity every day**, not through one-off or tokenistic events.
- We use **high-quality books and resources** that positively reflect a wide range of communities, family structures, cultures, abilities, and languages.
- We actively invite **families to share real experiences, traditions, celebrations, and stories**, so children encounter diversity first-hand.
- We celebrate local and global festivals with authenticity, ensuring children learn from lived experience.
- We model respect, empathy, and fairness, challenging stereotypes and discriminatory behaviour immediately.
- Children learning English as an additional language are supported fully; children's home languages are respected and celebrated.

Environment & Accessibility

- We regularly review our indoor and outdoor environments to ensure accessibility and inclusivity.
- Reasonable adjustments are made to support children and adults with a range of learning, sensory, and physical needs.

Valuing Families

- We welcome and respect the diversity of family lifestyles.
- We encourage children to share their everyday lives within the setting.
- Families are invited to take part in the life of the setting, contributing experiences and perspectives.

- We take positive action to include underrepresented groups.

Food

- We work with parents to respect medical, religious, and cultural dietary needs.
- We use food as a way to learn about different cultural approaches to meals and celebrations.

Monitoring & Review

- This policy is monitored by staff and management and reviewed **annually**, or sooner if guidance changes.
- We keep a log of actions taken to promote and embed diversity (e.g. new books, family contributions, celebrations, staff training).
- We seek feedback from families and staff about inclusivity, adapting provision where needed.
- Leadership ensures our approach is always evolving, never static, in line with Devon County Council guidance.

Policy History

- Written: September 2017
- Reviewed: September 2018, August 2019, August 2020, August 2021, August 2023, August 2024
- Updated: **September 2025** to emphasise immersive, non-tokenistic practice, continual review, and family involvement.