TLC_24.06.26
Minute number: TLC_240626_13.10

# PROMOTING DIVERSITY AND EQUALITY IN THE EARLY YEARS

# FLAGG NURSERY SCHOOL 2026

**Children are born without prejudice. Prejudice is learnt.**

When considering equality and diversity, we consider:

- Gender
- Race (black lives matter)
- Sexuality (LGBT+)
- Disability
- Age
- Religion

**Children are influenced by their environment and the adults around them.**

## STEPS TO INCLUSION

1. **Celebrate difference**: this highlights the diversity of the world beyond children's own experiences and helps them understand that everyone is unique and special.
2. **Creating an enabling environment:** School should ensure all areas reflect and represent uniqueness. This should never be tokenistic or a 'one off'. This aspect includes the emotional environment (how the setting feels and the relationships within it.)
3. **Challenge stereotypes:** We encourage every child to follow their interests, whatever they may be.
4. **Knowing our children and families:** Building strong relationships is crucial to inclusion. All families are welcomed at Flagg.
5. **Making it happen and reflecting:** Being fully inclusive is a constant work in progress, where we are continually reflecting and improving.

## RACE

At Flagg, we want our children to be antiracist not just non-racist. This is not just about 'one big talk', this is an evolving journey. As young as 6 months old, babies notice racial differences. Our age group get curious and excited about difference and are learning about empathy and fairness. We have stories, toys, pictures, music and dolls that show a diverse range of people of colour and their culture, positively. 'Different is good' is the message we want our children to learn. We teach children that it is okay to notice skin colour and talk about race.

## GENDER/SEXUALITY

Nursery school has a duty to challenge gender stereotyping and celebrate all diversity, including LGBT families. Expectations can stop children from fulfilling their potential. At nursery, we proactively celebrate differences between children (and in the wider world) to ensure all children grow up as unique as they started out. The Equality Act (2010) states it is the law to include same sex parents, trans parents, children who don't conform to gender norms or are questioning their gender identity. As with race, we have a diverse range of resources that challenge stereotyping and promote difference.

## HUMAN RIGHTS AND RESPONSIBILITIES:

At Flagg nursery, we follow the amnesty international guide called *First Steps.* This guide has five themed lesson plans each focusing on relevant articles proclaimed in the Universal Declaration of Human Rights covering feelings, relationships and belonging, choices and voices, well-being and bodies.

*Information and resources:*

*First Steps resource pack | Amnesty International UK*

*Raising a brave generation. (Embrace race)*

*Supporting_you_to_raise_antiracist_children2.pdf*

*Inclusive practice and equalities – Birth To 5 Matters*

## Examples of what we do…

- Group time discussions about our differences
- Looking in a box with a mirror and telling us why the person inside is special
- Looking at the differences in the colour of our hair, eyes and skin
- Books
- Songs
- Puppets
- Small world resources
- Displays
- Role play/ dress up
- All families and children welcomed
- 'This is me' box
- Barnaby bear
- Trips and visits
- Small group work on emotions
- Friendship webs
- New starters bring family books

And many more…

Children's families are made of many people. When we celebrate families, we find out who is important to each child. We discuss that every family is unique, but what makes a family is the same: love.