



Equality, Inclusion and Diversity Policy

Equality, Diversity and Inclusion Policy

Policy Code: FS-SG-005

Version: 1.0

Effective Date: 21.04.2026

Review Date: Annually or following significant change or incident

Linked Documents

- Safeguarding and Child Protection Policy – FS-SG-001
- SEND Policy
- Behaviour Policy
- Admissions Policy – FS-ADM-001
- Health and Safety Policy – FS-HS-001

Statement of Intent

Forest & Play is committed to creating an inclusive, respectful and welcoming environment where every child, family and member of staff is valued as an individual.

We promote equality of opportunity and actively challenge discrimination in all forms. We recognise and celebrate diversity and aim to ensure all children have access to meaningful outdoor learning experiences regardless of their background, experiences or individual needs.

Discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation will not be tolerated.

Forest & Play is committed to ensuring that no child, parent, carer, volunteer or member of staff is treated less favourably because of a protected characteristic under the Equality Act 2010.

1. Legal Framework

This policy is underpinned by:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (0–25 years)
- Childcare Act 2006



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- Children Act 2004
- EYFS Statutory Framework

2. Our Principles

We are committed to:

- Treating every child as an individual.
- Promoting respect, empathy and understanding.
- Reducing barriers to participation wherever possible.
- Promoting access to outdoor learning opportunities for all children.
- Challenging stereotypes, prejudice and discrimination.
- Supporting positive identity, belonging and self-esteem.
- Celebrating diversity and recognising individual differences.
- Recognising that children may experience and engage with the woodland environment in different ways.

We recognise that equality does not mean treating everyone the same, but ensuring individuals are treated fairly and have access to appropriate support and opportunities.

3. Inclusive Practice

We promote inclusion by:

- Getting to know each child and their individual needs.
- Using a key person approach.
- Considering reasonable adjustments to activities, resources and the environment where practicable.
- Taking account of children's sensory, physical, emotional and communication needs.
- Using flexible teaching and engagement approaches.
- Supporting communication through a range of methods where appropriate.
- Supporting families with clothing or equipment needs where possible to reduce barriers to participation.



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Children are supported to:

- Develop confidence and independence.
- Respect differences in others.
- Understand emotions and develop empathy.
- Build positive relationships and a sense of belonging.

4. Supporting Children with SEND

We take a strengths-based approach and focus on what children can do.

We will:

- Identify needs at the earliest opportunity.
- Work in partnership with parents and carers.
- Liaise with external professionals where appropriate.
- Consider and implement reasonable adjustments to activities and the environment where practicable.
- Use visual aids, adapted resources and sensory supports where appropriate.
- Use individual risk assessments where necessary to support safe participation within the woodland environment.
- Provide additional support where available, appropriate and safe to do so.

Further information can be found within the Forest & Play SEND Policy.

5. Working with Families

We value strong partnerships with families and will:

- Ensure communication is accessible and inclusive.
- Respect and celebrate cultural, linguistic and family diversity.
- Involve parents and carers in decision-making.
- Offer support where barriers to attendance or participation are identified.
- Work collaboratively with families to support children's wellbeing and development.

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6. Representation and Environment

We aim to ensure our environment reflects, celebrates and respects diversity by:

- Inviting families and parents/carers into the setting to share cultural celebrations, traditions, languages, experiences and family customs with the children.
- Providing inclusive books, resources, images and materials that positively represent a diverse range of cultures, families, abilities, backgrounds and communities.
- Avoiding stereotypes, discrimination and bias in resources, language and practice.
- Recognising and celebrating different cultures, beliefs, traditions and festivals throughout the year.
- Encouraging children to explore similarities and differences and develop respect, understanding and empathy for others.
- Promoting positive role models and inclusive experiences that reflect modern Britain and the wider world.
- Building strong connections with the local community to enrich children's learning and sense of belonging.
- Providing opportunities for children to develop cultural capital through meaningful experiences within the community, including visits to local libraries, cafés, parks, farms, shops and other places of interest, as well as opportunities to use public transport where appropriate.

7. Challenging Discrimination

Any discriminatory behaviour, language or attitudes will be taken seriously and addressed appropriately.

Where concerns involve children, practitioners will:

- Respond immediately calmly and sensitively.
- Use age-appropriate discussions stories and learning opportunities to promote understanding
- Support children to develop respectful inclusive and positive attitudes towards others
- Promote the British Values of mutual respect, tolerance of those with different faiths, beliefs and backgrounds, individual liberty, democracy and the rule of law through everyday interactions and experiences.
- Work in partnership with parents/carers where appropriate to support



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positive attitudes and behaviours.

- Record concerns and actions taken where appropriate.

Where concerns involve adults:

- The matter will be addressed promptly.
- Further action may be taken in accordance with Forest & Play policies and procedures.

8. Staff Responsibilities

All staff are responsible for:

- Modelling inclusive and respectful behaviour.
- Challenging discrimination, prejudice and bias.
- Promoting equality and inclusion in all interactions.
- Considering and implementing agreed support strategies and reasonable adjustments where practicable.
- Treating all children, families and colleagues fairly and with respect.
- Attending relevant equality, diversity and inclusion training.

9. Training and Monitoring

Forest & Play is committed to developing staff knowledge and understanding of equality, diversity and inclusion.

We will:

- Provide Equality, Diversity and Inclusion (EDI) training as part of staff induction.
- Support ongoing professional development and reflective practice.
- Review practice regularly to ensure inclusive approaches are maintained.
- Seek and consider feedback from children, families and staff to inform improvements.
- Monitor the effectiveness of this policy and make changes where required.



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10. Policy Review

This policy will be reviewed annually or sooner following:

- Changes in legislation or guidance.
- Significant incidents.
- Feedback from families or staff.
- Identified areas for improvement.

Signed: _____

Name: Tracey Doidge

Role: Director / Registered Provider

Date: _____