Daisy Chains Nursery
South Ashford Youth Centre
St Stephens Walk
Ashford
Kent
TN23 5BD

Equality, Diversity, Inclusion and Anti-Discriminatory Safeguarding

Our Commitment

At Daisy Chains Nursery we are committed to providing a safe, inclusive and nurturing environment in which every child is valued, respected and protected from harm, discrimination and prejudice.

We recognise that every child is unique and that their identities, backgrounds, family circumstances, cultural heritage, languages, beliefs and individual needs must be respected. We believe every child deserves equal opportunities to learn, develop and thrive in an environment where they feel safe, accepted and included.

We do not tolerate racism, discrimination, bullying, harassment or prejudice in any aspect of our provision.

Equality, Diversity and Inclusion

We are committed to promoting equality, diversity and inclusion throughout our nursery. We aim to ensure that every child and family is treated fairly, with dignity and respect, regardless of race, ethnicity, nationality, religion or belief, sex, disability, family circumstances or any other protected characteristic under the Equality Act 2010.

We seek to ensure that our learning environment, activities, resources and interactions reflect and respect the diverse backgrounds, experiences and needs of the children and families we serve.

We recognise that discrimination and disadvantage can affect children differently. We therefore seek to identify and address barriers to participation, inclusion and safeguarding, ensuring that individual circumstances and needs are considered when making decisions about children's welfare.

Anti-Discriminatory Safeguarding

Safeguarding is everyone's responsibility. At Daisy Chains Nursery, we recognise that effective safeguarding requires staff to understand how prejudice, discrimination, racism and unconscious bias can affect professional judgement, children's experiences and decisions about their safety and welfare.

We are committed to ensuring that safeguarding concerns are assessed fairly, objectively and consistently, without assumptions or stereotypes based on a child's identity, background, disability, behaviour or family circumstances.

We expect all staff to:

i. Recognise and challenge racism, discrimination, prejudice and discriminatory language or behaviour.
ii. Treat every safeguarding concern seriously and respond in accordance with our safeguarding and child protection procedures.
iii. Remain alert to the possibility that a child's individual circumstances, communication needs or experiences may affect their ability to disclose harm or seek help.

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iv. Challenge discriminatory attitudes and practices that could undermine a child's safety, dignity or wellbeing.
v. Report safeguarding concerns and instances of discriminatory practice promptly to the Designated Safeguarding Lead (DSL), in accordance with our procedures.
vi. Maintain professional curiosity and ensure that decisions are informed by evidence, the child's individual circumstances and their best interests.

We understand that children may experience harm or disadvantage in different ways. We are committed to ensuring that no child is overlooked, treated less favourably or denied appropriate protection because of prejudice, assumptions or a failure to recognise their individual needs.

Staff Training and Accountability

We recognise that an inclusive safeguarding culture must be reflected in everyday practice, not simply in written policies. We ensure that staff receive appropriate safeguarding training, understand their responsibilities and are supported to identify and challenge discriminatory behaviour.

We promote open communication, professional reflection and accountability. Staff are expected to raise concerns about unsafe, discriminatory or inappropriate practice, and such concerns will be taken seriously and addressed in accordance with our policies and procedures. Our leadership team is responsible for promoting these principles, monitoring their implementation and reviewing our policies and practices to support continuous improvement.

Working in Partnership with Families

We value the diversity of the families within our community and recognise the importance of respectful, constructive partnerships between parents, carers and nursery staff.

We encourage parents and carers to raise concerns about discrimination, inclusion or safeguarding. Concerns will be treated seriously, sensitively and confidentially, as appropriate, and addressed through the relevant nursery procedures.

Where safeguarding concerns arise, we will take appropriate action to protect children and seek advice or support from relevant agencies where necessary.

Our Commitment to Continuous Improvement

Daisy Chains Nursery is committed to maintaining an environment in which every child feels safe, valued and included.

We will continue to review our safeguarding arrangements, equality practices, staff training and policies to ensure they remain effective and reflect applicable legislation and statutory guidance.

Our approach is guided by the principle that every child has the right to be safe, to be treated with dignity and respect, and to receive the care and protection they need to thrive.

For further information about our safeguarding arrangements or equality and inclusion practices, parents and carers are encouraged to contact the nursery management team.