Blanchelande College

Created by: SLP
Review date: 07/26
Next review: As required

Nursery Anti-Racism Policy

Policy Statement

Nursery is committed to being an actively anti-racist setting where every child, family, visitor and member of staff is treated with dignity, respect and fairness. We recognise that racism can occur in overt, subtle and systemic forms, and we are committed to identifying, challenging and eliminating racist attitudes, language, behaviours and practices.

We believe every child has the right to develop a strong sense of identity and belonging within an environment that celebrates diversity, promotes inclusion and actively challenges discrimination.

Our practice reflects the requirements of:

- The Children (Guernsey and Alderney) Law, 2008
- The Education (Young Children's Education, Skills and Funding) Framework (EYQSF), 2026
- The Prevention of Discrimination (Guernsey) Ordinance, 2022

We are committed to embedding anti-racist practice throughout every aspect of nursery life, going beyond legal compliance to create a genuinely inclusive culture.

Our Commitment

We will:

- actively identify, challenge and eliminate racism in all its forms;
- ensure racist language, behaviour and attitudes are never accepted or ignored;
- respond promptly and appropriately to all racist incidents;
- promote an environment where every child feels safe, respected and valued;
- support children to develop empathy, respect and understanding of different racial, cultural and ethnic identities;
- Continue to continuously reflect on and improve our practice to reduce bias and promote equity.

Safeguarding

We recognise that racism can have a significant impact on children's emotional wellbeing, identity, development and sense of safety. Where appropriate, racist incidents will be treated as safeguarding concerns, recorded and managed in accordance with our safeguarding procedures. We are

committed to protecting children from discriminatory attitudes and ensuring they feel secure, included, and respected.

Staff Responsibilities

All staff are expected to:

- model inclusive and anti-racist behaviour at all times;
- challenge racist language or behaviour immediately and appropriately;
- reflect on their own attitudes, assumptions and practice;
- participate in ongoing anti-racism training and professional development;
- contribute to a culture of openness, accountability and continuous improvement.

Inclusive Practice

Admissions

Admissions are fair, transparent, and open to all children regardless of race, ethnicity, culture, or language. Information is provided in accessible ways wherever possible, and no child or family will be treated less favorably because of their background.

Employment

We are committed to fair, transparent, and inclusive recruitment practices. All applicants are assessed against objective criteria, equal opportunities are promoted throughout recruitment, and a commitment to anti-racist practice forms part of staff expectations.

Curriculum and Learning

Anti-racist practice is embedded throughout our curriculum by:

- helping children develop respect, empathy and fairness;
- promoting positive racial, cultural and ethnic representation;
- supporting children's identity, confidence and sense of belonging;
- challenging stereotypes in age-appropriate ways.

Books, toys, displays, activities and learning experiences reflect the diversity of modern society and avoid stereotypes. Cultural celebrations are approached respectfully and meaningfully, and staff regularly review resources and practice using reflective quality improvement tools, including ECERS and ITERS where appropriate.

Working with Families

We value families as partners in creating an inclusive environment. We respect and celebrate all family backgrounds, encourage families to share their cultures and languages, support

multilingualism where possible, and build trusting relationships through open, respectful communication.

Training and Professional Development

All staff receive ongoing training and opportunities to develop their understanding of anti-racist practice. Supervision, reflective discussions and professional development support staff to recognise bias, respond confidently to racism and continually improve inclusive practice.

Responding to Racism

All racist incidents will be taken seriously, responded to immediately and recorded appropriately. Incidents will be managed in line with relevant policies and procedures where necessary. Our approach seeks to educate, repair harm, support those affected and prevent recurrence while maintaining the clear expectation that racism is never acceptable.