

Hind Leys Pre-School & Natural Play Centre

Anti-Bias Strategy

We believe that children and adults within our setting all have an equal right to be valued as individuals, and children should have equal access to a wide range of activities, experiences and opportunities. In order to achieve this:

- The anti-bias ethos will be explained to new parents during the induction session, and any questions or concerns will be addressed at the time. Pre-School operates an 'open door' policy so that parents are able to speak to Educators as the need arises.
- The anti-bias ethos will also be explained to any new Educators during their induction at Pre-School.
- Liaising with the parents ensures the Educators are able to gain information regarding their child and so be able to meet the needs of each child individually. This helps when planning future sessions to make sure the activities/experiences offered to the children are developmentally appropriate.
- Educators will work together to plan a wide ranging, inclusive curriculum which avoids tokenism and offers children the chance to make connections between their own experiences and those of others in the wider community.
- Educators will aim to be familiar with the children's backgrounds so as to be able to reflect, through activities and experiences, a range of differing lifestyles, routines, values and needs.
- Educators should constantly be aware of their own biases, responses, body language etc, and aim to promote and display positive attitudes and behaviour that the children can see and model.
- Any negative comments or behaviour by children or adults within the setting will be challenged immediately and a more appropriate anti-discriminatory response suggested. Children will be assured that it is the comment or behaviour that is not welcome rather than the child themselves.
- Non-gender specific roles will be promoted i.e. boys are encouraged to explore what are perhaps seen to be more 'girl' dominated activities and vice versa.
- Educators will observe the children at play to determine how specific areas of the room are used and by whom. If it is felt that an area is not being explored appropriately by a range of children, strategies, such as deploying an adult there to encourage full usage by all the children, will be tried.
- Resources will be provided which positively reflect a wide range of cultures, lifestyles, languages, attitudes, family structures and values, and individual needs. These resources will be evaluated regularly to ensure the content remains accurate and diverse.

This strategy is ongoing and will be reviewed as and when the need arises.