



Inclusion and Equality Policy

At ToyBox we take great care to treat everyone with equal rights and model inclusion. We are committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, social economic status, pregnancy or maternity, ethnic or national origin, or political belief has no place within our nursery.

The legal framework for this policy is based on:

- Special Educational Needs and Disabilities Code of Practice 2015
- Children and Families Act 2014
- Equality Act 2010
- Childcare Act 2006
- Children Act 2004
- Care Standards Act 2002
- Special Educational Needs and Disabilities Act 2001

ToyBox are committed to:

- Recruiting, selecting, training and promoting individuals based on occupational skills requirements. In this respect, ToyBox will ensure that no job applicant or employee will receive less favourable treatment because of age, disability, marriage or civil partnership, race, religion or belief, SES, pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work and training
- Providing a childcare place, wherever possible, for children who may have additional need and/or disabilities or are deemed disadvantaged according to their individual circumstances, and the nursery's ability to provide the necessary standard of care
- Making reasonable adjustments for children with special educational needs and disabilities and working in a multi-agency approach to enable the best possible support and care plan.
- Striving to promote equal access to services and projects by taking practical steps (wherever possible and reasonable), such as ensuring access to people with additional needs and by producing materials in relevant languages and media for all children and their families
- Providing a secure environment in which all our children can flourish, and all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity
- Providing positive non-stereotypical information
- Continually improving our knowledge and understanding of issues of equality, inclusion and diversity
- Regularly reviewing, monitoring and evaluation the effectiveness of inclusive practices to ensure they promote, and value diversity and difference and that the policy is effective and that the policy is effective and practices are non-discriminatory



- Making inclusion a thread which runs through the entirety of ToyBox, for example, by encouraging positive role models through use of toys, imaginary play and activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour

Early Learning Framework

Early learning opportunities offered in the nursery encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that all children have equal access to early learning play opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypical or derogatory images in the selection of materials
- Acknowledging and celebrating a wide range of beliefs, religions and festivals
- Creating an environment of mutual respect and empathy
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that all early learning opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to early learning opportunities and are supported in their learning
- Working in partnership with all families to ensure they understand the policy and challenge any discriminatory comments made
- Ensuring the medical, cultural and dietary needs are met
- Identifying a key person to each child who will continuously observe, assess and plan for children's learning and development
- Helping children to learn about a range of food and cultural approaches to mealtimes and to respect the differences among them.

Trans-inclusion in Early Years

The foundation of female- male polarity is produced in early childhood, as the child's own understanding of gender develops, and the child begins associating different behavioural expectations with each gender. These gender biases can cause gender discourse. By the time children reach 3-4yrs they are exposed to messages through cultural influences. This could be as simple as visiting a toy store with segregated gender toy shelves. We strongly believe that Early Years plays a role in combatting gender discourse.

At Toybox we use a gender-neutral approach. We use play as an important part of our hidden curriculum to ensure gender boundaries are broken. Learning and play are important for constructing and shaping identity. We provide a safe and secure environment for children to explore beyond stereotypes. We believe that all children should be encouraged to take part in all activities regardless of binary expectation.



We do this by:

- Providing all materials as gender neutral – there is no boy/girl segregated toy environments.
- Our play is gender neutral. We do not encourage gender biases through play. Children are encouraged to take part in imaginative play as individual preferences and not based on their gender. Our dressing up area is gender neutral and we encourage all children to explore them free of stereotypes.
- There is no gender-specific activities - all children take part in cook, baking, flower arranging, sewing, sport, washing. No activity is gender specific.
- Our books and materials do not promote gender stereotypes, we promote positive non-stereotyping information, and avoid stereotypes in the selection of books and other visual materials. We provide carefully selected literature that is inclusive and promotes diversity.
- Children are not segregated by gender in any way.
- Colour is not used in a gender-specific way. Materials are often colour coded to keep them in a set. Every colour serves a purpose, which is not gender aligned. Teachers will often avoid predominately feminine or masculine colours when choosing materials such as aprons and cleaning cloths, they will often choose colours that are seen as gender neutral. You will not find a frilly pink apron in ToyBox, but perhaps a lovely neutral patterned apron made from recycled material.
- There is no gender-specific uniforms – We do not enforce uniforms on staff or children. We believe the topic of uniform gets in the way of fun and identity. We ask staff to wear clean and tidy work appropriate clothing that will not get in the way of their task.
- Parents are not segregated by gender. Parents are parents. We are a woman only centre which honour this by keeping the nursery on the ground floor only. Self-identifying male parents/carers are allowed in the nursery only but will never be segregated from their child's time at nursery. We strive to build strong relationships with all parents and carers regardless of gender.
- Each child's timeline is respected - milestones or developmental expectations do not differ by gender.
- All furniture is gender-neutral – our furniture is natural wood or stained timber and not adorned to make them more masculine or feminine. There will be times colours are included in our displays, but this will be based on the individual child's choice and not by gender.
- Our children's toilet is gender neutral.

Our ethos at Brighton Women's Centre is to practice a trauma informed approach. In order to do this, we must be child centred. We understand that all children and adults have individual needs, and we strive to support these needs in whatever way we can.

Policy and Procedure reviewed by Gemma Turner June 2023
Date of next review: