



## Equality and Diversity Policy

The Willows is committed to providing a welcoming and safe outdoor environment where every child and adult is valued and respected. We aim to promote positive attitudes to diversity and difference. We feel that it is important for the children to value and respect others and their natural environment. This is supported by inspirational role models in a nurturing learning environment with opportunities for all children to interact and explore rich and diverse resources and experiences.

The staff at The Willows work with all those that attend, to ensure that ALL children and young people regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have equal access to the Forest School site and activities. We aim to provide a secure and accessible environment in which all children can flourish, and all contributions are considered and valued. We aim to continually improve our knowledge and understanding of anti-discriminatory practice, promoting equality and valuing diversity. We do this through a variety of different ways: admissions, employment, training, curriculum and environment, valuing diversity in families, meeting dietary and cultural needs and ensuring we review all these processes.

At The Willows we recognise that each child has a variety of abilities and we believe that every child should participate to the best of their ability. Children identified as having a Special Educational Need or Disability (SEND) will require effective inclusion within the sessions and may require additional resources and support to enable them to access the activities and experiences. Individuals with exceptional needs will be welcome to participate after a consultation with parents/carers and staff. We believe with adequate provision we can meet the needs of these children and they too will develop their personal, social and emotional skills.

**Signed and dated:** *Rebecca Dodman January 2025*