



Impact ...

- Enhanced staff confidence in cultural conversations and use of appropriate terminology
- Children growing up to be fair, respectful and inclusive people
- Increased cultural pride and identity among children from diverse backgrounds
- Stronger family partnerships with families feeling more seen and supported
- Open environment where cultural discussions happen naturally

“ *This journey is far from over, but we are proud of how far we've come* ”

Blossom Early Years

Non-racist to anti-racist: Building inclusivity through intentional practice

Background

Blossom Early Years is a nursery located in Merthyr Tydfil, and cares for children aged 12 months to five years. Having recognised they needed to do more to ensure an anti-racist approach in their setting, they have been on a journey of training and reflection.

What are they doing differently?

Blossom Early Years initially conducted an audit, using a reflective tool. The results revealed a general understanding of inclusion, but staff required a more intentional anti-racist approach. They faced issues with staff confidence and uncertainty about the correct terminology to use. They addressed this by:

- holding meetings using thought-provoking scenarios and language guides from anti-racist training
- creating initiatives where families come in to share cultural heritage and celebrations
- inviting families to join ‘Together Time Sessions’, including cooking multicultural foods and sharing languages and traditions
- incorporating home languages into the daily routines
- gathering and showcasing culturally diverse materials, including artefacts, books, and traditional objects

The anti-racist training helped equip staff with the confidence and language to speak with families and embrace all cultures within their setting, actively embracing anti-racism.