

## Case study: Embedding anti-racist practice in our nursery

**Nestlings' Nursery** is a multicultural, eco-friendly, healthy and homely setting, caring for and educating babies and young children from 0 - 5 years in the Centre of Cardiff.

As a City Centre nursery, we are lucky to have great diversity within our "Nest", including the staff team as well as the families- who all share their cultures, beliefs, festivities and more with one another.

We are trying to educate our staff, communities and also educate myself. Cardiff was the first multicultural city in the world, and that was because of tiger bay. It's shocking to see that Black history has only just been placed on the school curriculum, but it's a start in the right direction.

As a nursery we ensure that we embed anti racist practice throughout the nursery, throughout the year, not just in Black History Month. Here are just a few examples of how we do this:

- Staff training - We bring awareness and embed anti-racist practice within the staff team by providing suitable training, policies and procedures
- We have an Equality Action Plan - one of the areas in the plan is race & ethnicity
- We bring awareness and embed anti-racist practice within the playrooms by providing multicultural resources, activities and celebration events. We also include food from around the world in our menu
- We promote anti-racist behaviour by encouraging the staff, children and families to support local and less-fortunate communities.
- Refugee programme - we offer one space a day free of charge for a refugee or asylum seeking family. We liaise with a local refugee charity to determine who is more in need and will benefit the most
- Ghana Link - we support a school on the outskirts of Accra, in Ghana. Fundraising to support children to attend the school and in February I went to visit the school, providing resources and tips and support for the teachers.



*'I'm not an anti-racist professional, but I am keen to share how we feel we help to prevent racism today and for the future'.*

*Misty Ardouin, Nursery Owner, Nestlings Day Nursery*

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## Further support

- <https://ndna.org.uk/ndna-cymru/curriculum-for-wales/inclusive-practice-in-wales-nurseries/>