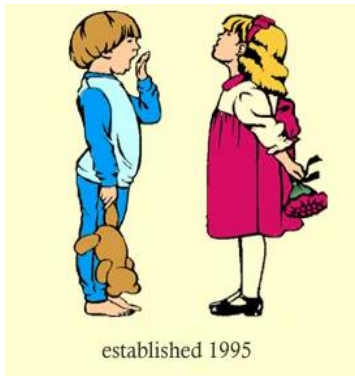


Case study: ROSE GARDEN, SWANSEA journey embedding anti racism practice.

Background of the nursery



The Rose Garden Day Nursery Swansea, is registered with Care Inspectorate Wales and opens Monday to Friday 8.00am to 5.30pm. 52 weeks a year (excluding bank holidays).



Miss Charlene



Miss Sara



Auntie Ann

Myself (Charlene), my sister (Sara) and Mum (Ann) currently all run The Rose Garden.

Ann opened the nursery in 1995 after not being able to find suitable childcare for her own children. The nursery is dedicated to providing the finest quality of care and education from children aged 3 months to 5 years. We currently look after 42 children per day aged 0-5.

The most important aim of the nursery is to create a happy, loving atmosphere where the children enjoy stimulating and varied activities. This enables each child's natural talents to develop, thus learning a wide range of skills and increasing their confidence and their knowledge of the world in which they live, preparing them socially and academically for transition to school.

Staff turnover is low at The Rose Garden and staff are carefully chosen for their proven experience, qualifications and dedication to the care of children. We maintain a consistency high ratio of staff to children.

What is your journey and vision to ensure your setting embed anti racism practice?

Anti racism practice is something that is so very close to our hearts at nursery. Myself and my sister are both mixed race with our father being Iranian. We have an understanding of how it feels to not feel included and some of the challenges that people face on a daily basis.

We have always been an inclusive setting both staff wise and family wise. We pride ourselves on celebrating everyone's differences. After myself and one of our Deputy Manager's attended a conference with the DARPL team it just really opened our eyes to the difference between not being a racist person and being anti racist.

We are currently in the middle of taking an audit at nursery of all the multi-cultural and diverse resources we have. We will then sit down and see what we can improve on etc.

Have all your staff attended training?

Myself (Charlene) and one Deputy Manager have attended training. We have booked another Deputy Manager onto a course which will be delivered in June and July. We have two members of staff who have completed the training with DARPL. We then cascade the information and talk through scenarios with the staff.

How do you ensure all staff are aware of your anti-racist practice?

Anti racist practice is covered in our induction programme, staff meetings as well as day to day, if need be. We are currently looking to see if we need to make any changes to our policies and procedures, which all staff are required to read. The Policies and Procedures are available to our parents.

Our environment has a variety of books, dolls, paints, crayons, arts and crafts, dressing up, real items from different countries etc. We are currently performing an audit of all of the resources, to see where we can improve

All staff are warm and loving and inclusive of every family at nursery. When we recruit, staff are chosen for their experience, and the way they are with the children and parents.

What's your next step?

Our next step is to ensure that all staff have the chance to speak with the DARPL team and attend training. Myself and Deputy Manager are looking to do the yearlong training. This will be the DARPL Enhanced Leadership Series which we are hoping to start in September. It's a mix of online learning, meetings and in person seminars in Cardiff Met.

We continue our journey to embed anti racism practice within our setting.

Case study: The Rose Garden, Swansea journey embedding anti racism practice. V0.1 – May 2024

Further support

- Links to further support and resources

[Anti-racist practice resources](#)

[embedding anti-racist practice](#)