

Category: Learning and development

Equal Opportunities and Diversity

Policy

At our setting we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs, treating everyone with equity. Offering equality of opportunity, a celebration of diversity and with anti-discriminatory practice. We are aware of the inequality that families facing socio-economic disadvantaged may also encounter.

We show an awareness and knowledge of relevant barriers to inclusion for users with a protected characteristic namely:

- Disability
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Sex (gender)
- Age
- Marriage or civil partnership (in relation to employment)
- Appearance - Tattoos, piercings, birthmarks,

This includes unlawful behaviour towards people with protected characteristics. Unlawful behaviour being direct discrimination, indirect discrimination, associative discrimination, discrimination by perception, harassment and victimisation. To achieve our objective of creating an environment free from discrimination and welcoming to all, we:

- Understand, support and promote the importance of identity for all children and recognising that this comprises of factors including British values, 'race ethnicity' and culture, gender, difference of ability, social class, language, religion and belief, and family form and lifestyle, which combine uniquely in the identity of each individual; for example we welcome and promote bi/multilingualism and the use of alternative communication formats such as sign language, and we promote gender equality while at the same time recognising the differences in play preferences and developmental timetables of girls and boys
- Do not discriminate against children on the grounds of disability, sexual orientation, class, family status and HIV/Aids status
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- Challenge racist and discriminatory remarks, attitudes and behaviour from the children at the setting and from any adults on setting premises (eg parents/carers collecting children).
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that our services are available to all parents/carers and children in the local community
- Ensure that our recruitment policies and procedures are open, fair and non-discriminatory
- Work to fulfill all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

Children with additional needs: We recognise that some children have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all children can access our services and are made to feel welcome.

Our Special Education Needs and Disabilities Coordinators (SENDCO), Lauren Manning and Lauren Betts, will be overseen by Stella Presland (Manager). The SENDCO will manage the provision for children with special educational needs or physical disabilities. The SENDCO will be fully trained and experienced in the care and assessment of such children. All members of staff will assist the SENDCO in caring for children with additional needs or physical disabilities, and adhere to any care plans in place. Regular meetings will take place with parents and relevant professionals to assess progress and update plans as required. See Inclusion and Supporting children with SEND Policy for more details.

Legal References Children and Families Act part 3 (2014)

Special Educational Needs Code of Practice (SENCOP) 2001

Special Educational Needs Code of Practice (SEN(D)COP) (2014)

September 2014 Disability Equality Duty element of the Disability Discrimination Act. Equality Act

2010 Prevent Strategy 2015 September 2014 Disability Equality Duty element of the Disability Discrimination Act. Equality Act

Review Date: 31st Dec 2026