

POLICY

Equal Opportunities

Last Updated	28 th August, 2017
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Responsibility	Sarah Cowperthwaite
Supporting Equality, Diversity and Inclusive practice	<p>I fully support the Early Years Foundation Stage 2017 in their aim to provide 'equality of opportunity and anti-discriminatory practice, ensuring that every child is included and supported' (p.5).</p> <p>I have read, understand and will put into practice requirements and guidance contained in the Equality Act (2010), the Children and Families Act (2014), Early Years Foundation Stage 2017 and SEND code of practice: 0 to 25 years.</p> <ul style="list-style-type: none"> • In line with the EYFS 2017, I agree that each child is a unique child and I will provide an enabling environment in which their experiences respond to their individual needs. • I understand children develop and learn in different ways and at different rates and will provide tailored support for each child in my care to help them develop to the best of their ability. <p>This may mean adapting activities to a child's stage of development or ability, providing more additional support to a child on particular tasks, or providing access to additional resources.</p> <ul style="list-style-type: none"> • I will carefully and constructively challenge stereotyping and any form of discrimination in my setting, whether by or towards children or adults. <p>This could be through activities such as reflective conversation.</p> <ul style="list-style-type: none"> • No toys, activities or equipment in my setting will be defined as belonging to, or to be used by, children of a particular gender, ability, skin colour, culture etc. <p>I will openly encourage children to explore their likes and dislikes, provide additional support where needed, and will only restrict access to toys or equipment for health and safety reasons.</p> <ul style="list-style-type: none"> • I will promote positive images of people from all different backgrounds and differing abilities through activities, toys, resources and my personal attitude and example, and will help to foster respect and value for each other's individuality and differences.

	<ul style="list-style-type: none"> • I will actively encourage positive learning about culture and religion, both a child's own and culture and religion around the world. This could be through activities like cooking, reading, and celebrating holidays from around the globe. <p>I will provide appropriate resources to support these activities (eg. Cooking equipment, dressing up clothes, books that promote diverse culture)</p> <ul style="list-style-type: none"> • I respect, and will treat with equal concern, the needs, values, lifestyle and culture of each child in my care and their family. <p>I encourage each family to bring to my attention special occasions, beliefs and ideas that are important to them so that I can try to include these in my setting where appropriate.</p>
Special Educational Needs and Disability	<p>I understand that some children may have Special Educational Needs and/or disabilities and I will ensure that the requirements and needs of any child with Special Educational Needs and/or disabilities in my care are met to the best of my ability.</p> <p>I will ensure that children with Special Educational Needs and/or disabilities in my care are always made to feel welcome and included.</p> <ul style="list-style-type: none"> • In line with the SEND code of practice, Early Years Foundation Stage 2017 and the Equality Act (2010): <ul style="list-style-type: none"> ○ I will not discriminate against, or treat less favourably, a child with special educational needs or a disability. ○ I have arrangements in place to support children with SEN or disabilities ○ Where possible, I will accept a child with Special Educational Needs or a disability into my care and setting. ○ I will make reasonable adjustments for children with Special Educational Needs or a disability. • I will work in close partnership with parents or carers and any relevant agencies to support the welfare and development of the child. • As with any child in my care, I will seek information regarding routines, likes, dislikes, and any special requirements. • I will discuss any special arrangements or equipment that may be needed for the child in my setting and will undertake additional training if this is available and seek advice from professionals so that I can provide the best care for the child. • I will always ensure that the child in my care feels valued and will encourage positive esteem, confidence, independence, and individuality. • I will adapt activities undertaken throughout the day to enable the child to take part.

	<ul style="list-style-type: none"> • I will respect the child's right to privacy, dignity and confidentiality and will discuss with parents and carers about how to best maintain this in my setting.
Identifying Special Educational Needs or a need for additional support	<p>As part of my care, I will carry out observation on the children in my care. If I believe that a child in my care may have a special need or may require additional support, I will:</p> <ul style="list-style-type: none"> • Keep notes and share these with the child's parents or carers • Encourage conversation with the child's parents or carers around these observations, asking for any additional information they may be able to provide • Discuss with parents or carers what support is available and how we can support the child in the best way while they are in my setting, taking into account any preferences from the child themselves • Keep all matters confidential • Continue to ensure that the child is never made to feel inadequate or less than equal to their peers
Related Documentation and Additional Information	<ul style="list-style-type: none"> • Equality Act (2010) • Children and Families Act (2014) • Early Years Foundation Stage (2017) • SEND code of practice: 0 to 25 years • SEND: guide for early years settings

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