

Equal Opportunities and Diversity Policy

Within our nurseries we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

The setting works in accordance with all relevant legislation including:

- **The Equality Act 2010**
- **Human Rights Act 1998**
- **Protection from Harassment Act 1997**
- **General Data Protection Regulation 2018 (GDPR)**
- **Children and Families Act 2014**
- **The Special Educational Needs and Disability (SEND) Code of Practice 0 to 25 years 2015**
- **Health Standard Regulations 2003**
- **The Statutory Framework for the Early Years Foundation Stage 2017**

To achieve the setting's objective of creating an environment free from discrimination and welcoming to all, the setting will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status or 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.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010 by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff, modelling anti-discriminatory behaviour at all times.

Racial harassment

The setting will not tolerate any form of racial harassment. The club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the club, from staff and from any other adults on the club's premises (e.g. parents/carers collecting children).

Promoting equal opportunities

The setting's Equal Opportunities Named Coordinator (ENCO) is Kim Johnson The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Equal Opportunities and Diversity Policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour; language or attitudes occur.

Children with Special Educational Needs and/or disabilities

This policy was last reviewed August 2020
next review date August 2021

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We aim to identify the vulnerable and underachieving groups within our setting and include strategies to close the gap in achievement between underachieving groups of children and others. SEND is a recognised vulnerable group.

In our setting we understand the need for early identification and assessment; we work closely with parents and offer a differentiated curriculum with targeted learning and development to improve outcomes for children with SEND.

We adhere to the code of practice for SEN and we seek further support via an Early Health Assessment (EHA) where appropriate.

Special Educational Needs Coordinator

The setting's Special Educational Needs Coordinator (SENCO) is Kim Johnson The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

Other related Policies: **SEND Policy**

This policy was adopted by: Flitwick Day Nursery	Date: August 2020
To be reviewed: August 2021	Signed: Holly George

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements; Equal opportunities [3.67], Information for parents and carers [3.73] and staff qualifications, training and support [3.20].

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next review date August 2021