



## **BBUFA Crèche Equality of Opportunities Policy**

### **Policy Statement on Equality of Opportunity**

In our crèche we aim to acknowledge and value each child's individual stage, ability, culture, religion, language and family group. This will give our children the self confidence to move onto the next stage in their development.

We recognise that parents are young children's first educators and welcome their involvement in our crèche in order to ensure that the children's home based learning and the learning opportunities we offer extend and reinforce each other.

We actively seek to combat sexism and promote equal opportunities for girls & boys, women & men.

We have taken regard of the Race Relations Act 2005 and actively seek to promote racial harmony through everything we do, say and provide.

We promote equality of opportunity for children with special needs and their families.

### **Policy Statement on Inclusion**

We have used the DfES Code of Practice on the Identification and Assessment of Special Educational Needs 2001 (revised 2004) and the Disability Discrimination Act to devise a policy and procedures which will ensure all children have the appropriate opportunities to learn through play and that all families will feel welcome.

### **Procedures**

- Information, written and spoken, will be clearly communicated in as many languages as necessary, including Braille. Bi-lingual children and adults are valued, and their languages and skills will be recognised and respected in our crèches.
- Each child will have a key person. They will take a close interest in their individual needs and will work one to one with the child if extra support is required.
- Consultation between the parents, the crèche team leader and the key worker will aid the settling in process for each individual child.
- The named designated person for Special Educational Needs is: Sandra Chambers
- The named person responsible for race equality is: Sandra Chambers
- The medical, cultural and dietary needs of children, families and adults working in the crèche will be met.
- The crèche environment will be monitored to ensure all children can be included and any adaptations which need to be made to accommodate a child's specific need will be considered and undertaken where possible. If it is not possible to adapt the physical environment we will consider alternative ways to ensure the child's needs are met.

- We plan our crèche activities to extend the children's experience and knowledge of other cultures, languages and celebrations.
- We ensure that the activities reflect the diversity of our society and not just those accessing our crèche facility.
- We encourage children to explore in a positive way the differences and diversity of people by ensuring the representations of people are accurate and realistic i.e. dolls, puppets, models.
- Children's needs and progress will be monitored by observation by the crèche team staff and will be shared with parents, taking account of information from parents.
- Children's views and opinions about the activities and routines they enjoy, as well as their other likes and dislikes, will be sought as part of the child's settling in process to ensure that this is suitable and specific to their needs.
- Children's specific needs will be monitored, supported and reviewed by the crèche staff, lead by the crèche team leader and in consultation with other professionals including speech therapists, psychologists, paediatricians, social workers and health visitors where appropriate.
- Where necessary children will be supported through their transition to other early years provisions through consultation with all agencies involved with the child and their family.
- Parents of children with Special Educational Needs and/or disabilities will be given information about the procedures for resolving complaints about the provision for their child (see complaints policy and procedures).
- Children's right to privacy will be maintained while carrying out personal hygiene activities by ensuring other children and adults are not able to observe the child.
- Discriminatory behaviour or remarks are unacceptable in our crèche and will be challenged. We will respond in a way that is sensitive to the feelings of the victim and help those responsible to understand and overcome their prejudices.
- We seek to enable adults with disabilities to take part in our crèche where it is safe and reasonable to do so.
- We monitor our practice and have regular meetings to discuss and decide how to improve our practice and procedures.
- Staff will attend relevant training to ensure they keep up to date with the requirements of all children with special needs and regarding specific conditions and disabilities.
- Meetings, events and courses will take account of the needs of families with young children, and will be designed to ensure all who wish to be involved have an equal opportunity to do so.