

Pioneer Childcare

Equal Opportunities and Inclusion Policy

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

To achieve the Club's objective of creating an environment free from discrimination and welcoming to all, the Club 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 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.
- 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 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.

Racial harassment

The Club 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 Club premises (e.g. parents/carers collecting children).

Equal Opportunities Named Coordinator

Pioneer Childcare's Equal Opportunities Named Coordinator (ENCO) is Jo Wilkins. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The Equal Opportunities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur

Children with additional needs

Our Club recognises 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. We aim to fully meet our responsibilities in respect of the Equality Act 2010 by not treating any child less favourable than another. We aim to make reasonable adjustments to our building, resources and provision to meet the needs of individual children and their parents/carers as and when appropriate. We are committed to our staff attending a range of training courses to extend and update their knowledge of current practices.

Special Education Needs Coordinator

At Pioneer Childcare we respect the right that all children have access to an out of school play environment. By working closely with parents, we aim to ensure that all children have their needs met and we welcome them to an inclusive environment. However, it may be a limitation of our service that we are able to offer 1:1 support to a child on a consistent basis.

The Club's Special Education Needs Coordinator (SENCO) is Jo Wilkins. The SENCO will:

- Help staff to identify and meet the needs of children who may be experiencing some difficulty in one or more areas of development
- Help staff to develop and implement strategies in respect of all children
- Support staff in keeping parents/carers informed of a child's progress
- Keep staff up to date with SEN and/or Inclusion matters
- Liaise with the child's school when appropriate to obtain further information
- 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.

If parents/carers have a complaint about the way we are working with a child who has SEN, initially they should speak to the member of staff involved, or if this is not possible to the Manager who will discuss the matter further.

All staff will be assessed on their ability to work in an inclusive way. Any deficiency in performance will be addressed through in-house or external training.

Inappropriate attitudes and practices will be challenged appropriately, through education and shared understanding. Children will be consistently reminded to value and respect others, regardless of difference.

This policy was adopted by: Pioneer Childcare	Date: 3 rd December 2019
To be reviewed: 3 rd December 2020	Signed: <i>D. McCaffrey</i>

Written in accordance with the EYFS welfare requirements: *Safeguarding and Promoting Children's Welfare and Organisation, and the Equality Act 2010.*