

INCLUSION AND EQUAL OPPORTUNITIES POLICY



Statement of Intent

Little Eagles and all staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. This policy applies to all stakeholders.

The legal framework for this policy is based on The Childcare Act 2006, The Education Act 2011, The Children Act 2004 and The Equality Act 2010.

We take great care to treat each individual with equal rights and responsibilities. Little Eagles is committed to providing equality of opportunity and anti-discriminatory practice for all children and families. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, disability, sexual orientation, ethnic or national origin, political belief or for financial reasons is not tolerated.

Little Eagles are committed to:

- recruiting, selecting, training and promoting individuals on the basis of occupational skills requirements.
- providing a childcare place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances and provide the necessary standard of care.
- promoting equal access to services and projects by taking practical steps (where possible) such as ensuring access for people with additional needs.
- providing a secure environment in which all our children can flourish and all contributions are valued.
- regularly reviewing childcare practice to ensure it is effective and practices are not discriminatory.
- inclusion, including encouraging positive role models through the use of toys, imaginary play and activities that promote non-stereotyped images.
- offering information regarding sources of financial support for families with differing means.
- working with parent/carers and other professionals to make reasonable adjustment to the environment as required by the Equality Act 2010 to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.

Recruitment Statement

Little Eagles will strive in its recruitment to ensure that the staffing levels reflect the needs of the community it serves. All vacancies will be advertised as widely as budgets allow. Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent. At interview all candidates will be asked the same questions and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful as recorded in the selection matrix. Successful applicants will be subject to references and checks by the Disclosure and Barring service.

Provision Statement

We will strive to ensure that our practices are fully inclusive.

The curriculum offered encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- 🏆 Making children feel valued and good about themselves.
- 🏆 Ensuring that children have equality of access to learning and opportunities.
- 🏆 Reflecting the widest possible range of communities in the choice of resources to reflect diversity.
- 🏆 Avoiding stereotypes or derogatory images in the selection of materials.
- 🏆 Celebrating a wide range of festivals.
- 🏆 Creating an environment of mutual respect and tolerance.
- 🏆 Helping children to understand that discriminatory behaviour and remarks are unacceptable.
- 🏆 Ensuring that the curriculum offered is inclusive of children with learning difficulties and or disabilities and children from disadvantaged backgrounds.
- 🏆 Ensuring that children whose first language is not English are supported to access to the curriculum
- 🏆 Focussing on each child's individual learning, development and care needs.

The Code of Practice focusses providers towards a graduated approach to the assessment of children's needs through a model of Plan, Do, Review.

Little Eagles staff are alert to the early signs of additional needs that could lead to later difficulties and as such will respond quickly and appropriately by engaging the setting's SENCo (Special Educational Needs Co-ordinator).

Good practice of working together with parents, and where appropriate other agencies, will enable us all to monitor children's individual progress, identify any specific special educational needs and plan for future support.

The SENCo's involvement will ensure that appropriate records are kept according to the Code of Practice and be involved in developing personal profiles to plan for next steps and actions by:

- 🏆 identifying the specific needs of children with learning difficulties and/or disabilities
- 🏆 considering ways in which we can meet those needs through a range of strategies
- 🏆 working in partnership with parents and other agencies in order to meet individual children's needs and seek advice, support and training where required
- 🏆 ensuring that all children are treated as equals and are encouraged to take part in every aspect of the nursery day according to their individual needs and abilities