



EQUAL OPPORTUNITIES POLICY

Farthing Wood nursery believes that it is the right of every worker and user (both adults and children) to be treated as an equal and with respect, and that no gender, religion or culture is inherently superior to any other. We will not tolerate racism or sexism in any form.

Farthing Wood aims to ensure that members of staff are recruited, selected, trained and promoted on the basis of occupational skill requirement. In this respect, Farthing Wood will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion, colour, cultural or national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work.

Farthing Wood believes that good childcare is non-sexist, non-racist and non-stereotypical and that the elimination of these would benefit all children. For the child's transition we work closely with parents/carers to accumulate personal information which will include the child's likes/dislikes and any additional requirements i.e. Dietary requirements, health issues etc.

Farthing Wood nursery and our staff are committed to:

1. Encourage positive role models, displayed through toys, imaginary play etc, which promote non-stereotyped images. Books and toys are available to promote such images of the two sexes, different races and cultures and people with disabilities etc.

2. Encouraging all children to join in all activities irrespective of race, gender, ability, i.e. dressing up, shop, home corner, dolls, cars, climbing on large apparatus, bikes etc. We aim to encourage children's independence and confidence. At nursery this could involve toileting, dressing, personal hygiene, decision making etc.
3. Regularly review our practice to eliminate those practices that discriminate unfairly on the grounds of sexism, racism and stereotyping.
4. Actively promote equal opportunities at all times.
5. Farthing Wood acknowledges the diversity of religious practices, customs and festivals and will provide opportunities for all users to share in these whenever possible.

The legal framework and current guidance are as follows:

*Equality Act 2010 (amended 2012 in some sections).

INTEGRATION OF CHILDREN WITH SPECIAL NEEDS PROCEDURE

Introduction

At Farthing Wood nursery, we aim to provide the finest quality care and believe that all children have the right to a broad and balanced curriculum. We provide care in a stimulating, happy, safe and secure environment, where self-confidence and esteem can grow. We welcome all children, whatever their needs, always working closely with parents and carers. We encourage enthusiasm, good manners, independence and consideration for others from the children in our care. We also aim to provide an environment which reflects and respects the various cultures and backgrounds in which we live. To provide enjoyable activities where children can gain knowledge, life

experience and be able to integrate with others, we endeavour to give each child the individual attention he/she needs to develop new skills and interests, and to discover that learning is an exciting and fun experience.

Admissions

At Farthing Wood nursery we offer admission to all children, regardless of any Special Educational Needs or disability. We strive to provide an environment that offers fully inclusive facilities/activities for play and learning to all children in our care.

Access

With reference to physically disabled children requiring the use of a wheelchair, access to the building is restricted by the number of stairs we have to gain entry into the nursery. However, this obstacle could be overcome by prior arrangement with the parent or carer, for a staff member to assist in the transportation of the child into the nursery. Each child's situation would require discussion on an individual basis. The bathroom areas within the nursery are large enough areas so assistance with personal cares could be provided in a private and dignified manner

How We Support Children with Special Educational Needs (SEN)

Our Special Educational Needs Co-ordinator follows the recommendations of the Code of Practice, the role and responsibilities as SEN co-ordinator are:

- To take an active role in the operation of the SEN policy and planning
- To assist in the early identification of any difficulties a child may be experiencing
- To informally observe and monitor a child for whom there is reason for concern

- To liaise with parents, staff and outside agencies
- To co-ordinate provisions for children with SEN

Staff Expertise

The following staffs have had training in the following area:

- Adele Carney- SENCO

Planning Support for Children with SEN

At Farthing Wood, we work to provide an environment that offers fully inclusive facilities/activities for play and learning to all children in our care by:

- Having a close relationship with the child's parents, to enable us to draw upon their expertise, knowledge and experience of their own child.
- Ensuring that planning is adaptable to include approaches and activities suitable for all children.
- Adapting materials to enable access for all children whatever their needs.
- Providing a well structured environment, with access to a variety of activities, resources and equipment to encourage their development and achievements.
- Treating children as individuals, and catering for their individual needs as required.

Reviewed July 2016

Next review date July 2017