

Sedgeberrow Playgroup

Equal Opportunities

At Sedgeberrow Playgroup 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 Playgroup's objective of creating an environment free from discrimination and welcoming to all, the Playgroup 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 its services are available to all parents/carers and children in the local community.
- Ensure that the Playgroup'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 Playgroup will not tolerate any form of racial harassment. The Playgroup will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Playgroup, from staff and from any other adults on Playgroup premises (eg parents/carers collecting children).

Equal Opportunities Named Coordinator

The Playgroup's Equal Opportunities Named Coordinator (ENCO) is [Colette Malin]. 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

Sedgeberrow Playgroup 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.

Where one to one support is required we will assist parents in accessing the funding required to provide the additional care.

Special Education Needs Coordinator

The Playgroup's Special Education Needs Coordinator (SENCO) is [Colette Malin]. 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.

This policy was adopted by: Sedgeberrow Playgroup	Date: 30.08.2017
To be reviewed: 30.08.2022	Signed: C.Malin

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