



Equalities, Diversity and Inclusion Policy

Ethos

At Norcot Early Years Centre we believe that we can make a crucial contribution towards the promotion of equality, diversity and inclusion. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all pupils, parents and carers, all staff, governors and students.

We believe that all children should be equally valued in our Centre. We recognise that it is the right of all pupils to receive the best education the centre can provide, to promote practices that encourage success now and in the future. We strive to eliminate prejudice and discrimination and to develop an environment where all children can flourish and feel safe. We believe that educational inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, race, culture, heritage, religion, impairment, attainment and background.

Aims

- We will promote the concept of equality throughout the Centre, both for the adults within the Centre and the children who attend it.
- To respond to every child as an individual and accommodating additional needs and tailor our provision to meet the specific needs of individual children.
- To include and value the contribution of all families.
- To provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with special educational needs and/or disabilities
- To improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Create an atmosphere in which the efforts of all children are celebrated and valued.
- To fully include and involve all children in the wider aspects of school life.
- To create a positive atmosphere in which children and adults can gain mutual understanding and respect for each other regardless of ethnicity and culture, religion, ability, gender, age and social circumstance.
- To develop an environment where all children and staff can flourish, feel safe and secure and have their contributions considered and valued through the elimination of prejudice and discrimination.
- To celebrate diversity as a positive aspect of our community.
- Respond to the individual child's need in regards to personal care, need for nappies in older children.
- Meet their medical needs where appropriate.

Responsibilities of Governors

- To monitor and support the implementation of this policy
- The SEND Governor is Mrs Jennie Watson-Jones who is responsible for making sure that the necessary support is given for any child who attends the school, who has SEND.

Responsibilities of Head of Centre

- To ensure that staff, students, volunteers and professional visitors are aware of this policy and implement it consistently
- To ensure that parents are aware of their roles and responsibilities regarding this policy.
- To ensure that this policy is a part of the induction package for all members of staff, students, volunteers and relevant visitors.

Responsibilities of Staff

- To adhere with and follow this policy at all times.
- To report any incidents they observe where others do not observe this policy.
- The SEND co-ordinator (Katarina Bingham) is responsible for the day-to-day operation of the SEND policy.

Responsibilities of Parents

- To adhere to their roles and responsibilities at all times.

Criteria for Success

- Governor observation report a positive atmosphere in which the efforts of all children are celebrated and valued.
- Through analysis of children's records and data we will ensure that different groups of children are making expected progress through the Early Years Foundation Stage curriculum.
- Results from data analysis will be reported to the governing body.
- Staff will ensure children are meeting their individual targets.
- Resources used are positively reflect disability and diversity in culture and belief and are free from discrimination and stereotyping.
- Through discussions and questionnaires, parents and carers will feel fully involved in their child's learning and will be accessing services on offer.
- All racist incidents will be dealt with promptly (adhering to school and local authority guidelines) and logged.

Associated Policies

- SEND
- Curriculum
- Admissions
- Recruitment
- Accessibility
- Behaviour management
- Code of conduct
- Safeguarding
- Harassment
- Data protection/GDPR

Policy Agreed: October 2018

Policy to be Reviewed: Annually, October 2019