



Equal Opportunities Policy

The Beaver Community Trust is committed to helping Early Years Settings provide equality of opportunity for all children and families and take positive action to eliminate discrimination in all areas of their work.

BCT, Kiddie Kapers & Little Rays Day Nursery will work in accordance with all relevant legislation, including:

- Childcare Act 2006
- Equality Act 2010
- SEND Code of Practice (2014)
- Early Years Foundation Stage (2014)

We believe that the Nursery's activities should be open to all children and families, and to all adults committed to their education and care. We aim to ensure that all who wish to work in, or volunteer to help with, our nursery have an equal chance to do so.

The Nursery recognises that many different types of family group can and do successfully love and care for children. The Nursery aims to offer support to all families. The Nursery offers a flexible payment system for families with differing means.

BCT, Kiddie Kapers Nursery and Little Rays Day Nursery welcomes any child and does not discriminate in any way towards gender, race or ethnic origin, creed, colour, religion and disabilities or impairments. Nursery staff treats each and every child as an individual who has individual needs; this will include special educational needs where appropriate.

The Nursery activities and daily routines are designed to discourage the stereotyped image. Nursery practices are constantly reviewed in order to challenge and eliminate discriminatory practices relating to issues listed above.

The Nursery activities and daily routines are planned to ensure equal opportunities for all the children. Toys, equipment and other resources such as books and posters address equal opportunities and the Nursery recognises and accommodates customs, festivals and practices from different religions and ethnic backgrounds. Staff promote an ethos of equality and encourages each child to develop a non-judgmental approach to life.

The Nursery recognises and respects special catering requirements with respect to planning menus, and staff training includes an awareness of those foodstuffs that may be prohibited by religion, faith or culture.

Children with Special Educational Needs and Disability

The Nursery manager will ensure that the needs of all the children with SEN will be met in accordance with the SEND Code of Practice (2014).

Kiddie Kapers & Little Rays Nursery recognise and acknowledge that each child is an individual, and therefore has individual needs to realise their development. However, in addition to the basic needs and wants that they share with all children some have Special Needs in order that

they can develop and maintain a normal and independent lifestyle alongside other children.

The Nursery basic philosophy regarding special needs is that all children are equal and have access to equal opportunities.

- Children with special needs and disabilities, like all other children, will be admitted to the nursery after consultation between parents, Head of Nursery and key person.
- All children in the Nursery, irrespective of their special needs or disability, will be encouraged wherever possible and appropriate to participate in all the Nursery's activities.
- Our system of observation and record-keeping, which operates in conjunction with parents, will enable us to monitor children's needs and progress on an individual basis.
- The needs and progress of children who have special educational needs or disability will be monitored by our Nursery's special educational needs co-ordinator (SENCO). In the Nursery these people are **Samantha Jones, Felicity Smissen and Claire Giles**
- The SENCO's role also involves working with parents and key workers to create Targeted Plans if a child requires additional support to achieve targets. They will contain manageable steps that will involve parents/carers at home and Key Person while in nursery, taken from the Best Practice Guidance for the Early Years. If further intervention is needed it then will involve the LIFT process where the SENCO will need permission from parents/carers to follow this process then a personalised plan will be put in place and reviewed and updated regularly.
- Our key person approach will ensure that each child receives plenty of adult time and attention every day and that stronger links are formed between Nursery, the child and its family.

We will work closely with the parents of all the children in the Nursery to ensure that –

- The Nursery draws upon the knowledge and expertise of parents in planning provision for the child.
- The child's progress and achievements will be shared and discussed with parents on a regular basis.
- Parents will know the identity of the Nursery's special educational needs co-ordinator.
- Parents will be made aware of the arrangements for the admission and integration of children with special educational needs.

If it is felt that a child's needs cannot be met in the nursery without additional personnel and/or equipment, where possible, funding will be sought to ensure that provision is appropriate to the individual child's needs.

- We will work in liaison with relevant professionals and agencies outside the Nursery to meet children's specific needs.

Our staff will attend whenever possible in-service training on special needs.

This policy will be reviewed regularly to ensure it is relevant and serving the interests of the children, their families and our staff.