

# Rosy Cheeks Nurseries

## Equal Opportunities incorporating special needs

At [Rosy Cheeks Nurseries](#) we are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

We aim to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and which promotes equality of opportunity. [Rosy Cheeks Nurseries](#) will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The nursery recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers. We therefore both welcome and encourage the involvement of parents and carers in the nursery, and their comments on the effectiveness of its policies and procedures.

The nursery will facilitate regular opportunities for consultation with parents/carers about the service provided, as a means of monitoring the effectiveness of the Equal Opportunities policy.

### Equal Opportunities Procedures

To achieve the nursery's objective of creating an environment free from discrimination and welcoming to all, the nursery will:

- Ensure that its services are available to all parents/carers and children in the local community
- Treat all children and their parents/carers with equal concern and value
- Ensure that race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not prevent a child from accessing the nursery services
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the nursery's programme of activities
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- Ensure that the nurseries recruitment policies and procedures are open, fair and non-discriminatory
- Endeavour to recruit a staff team that reflects the make-up of the nurseries local community
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident (see also Staff Disciplinary and Behaviour Management Procedures)
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000 and SEND code of practice 2014.

The **manager will appoint a designated person** (who's details can be found on the parents board), who will need to undertake Equal Opportunities Co-ordinator Training so that an ENCO is in place. The ENCO is responsible for ensuring that the Equal Opportunities policy is implemented for monitoring its effectiveness. They will be 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 become apparent.

All of the nursery's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against the nursery's commitment to equal opportunities.

## **The nursery as an employer**

As an employer, the nursery is committed to ensuring that the workforce reflects the multicultural community that it serves. To this end, the nursery will:

- Advertise job vacancies in a range of media sources and in a variety of places
- Ensure that the nursery's staff employment and recruitment procedures prohibit racial discrimination and harassment, and investigate when this is suspected of failing
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures and Behaviour Management policies
- Collect and monitor information about the ethnic background of the staff and children.

## **Children with additional needs**

**Our nursery is aware that some children have additional needs and/or physical disabilities that require particular support and assistance. We are committed to taking appropriate action to make sure that all children are able to access our services, are made to feel welcome and that our activities promote their welfare and development.**

[Rosy Cheeks Nurseries](#) are committed to the inclusion of all children in its care. The nursery also believes that children with additional needs and/or physical disabilities have a right to play, learn and develop to their full potential alongside other children. Whenever possible, children with additional needs and/or physical disabilities will have access to the same facilities, activities and play opportunities as their peers. Everybody stands to gain if all children are allowed to share the same opportunities and are helped to overcome any disadvantages that they may face. A Parent's guide to Special educational needs is available from the manager.

Where necessary outside professional advice will be sought to support the nursery and the children in our care. In extreme cases where all avenues have been exhausted and the nursery feels unable to fully support and care for the level of need it may be deemed appropriate to reduce hours or cease care altogether, The impact on the child will always be of paramount importance and therefore any decisions made will always refer to this.

The policies, procedures and practices of the nursery, with regard to children with additional needs and/or physical disabilities are consistent with current legislation and guidance. These include the Special Educational Needs and Disability Act 2001, the Disability Discrimination Act 1995 and 2005 and the Special educational needs code of practice 2014.

The nursery believes that by identifying individual needs and taking proactive steps alongside parents/carers and other statutory professionals or agencies, all children should be able to play a full, active and equal part in the nursery activities.

### **SENCO (Special Educational Needs Coordinator)**

The manager will designate a member of staff to act as SENCO (whose details can be found on the parent's board). The role of the SENCO is to manage provision for children with special educational needs and/or physical disabilities. The SENCO will be fully trained and experienced in the care and assessment of such children. All members of staff will be expected to assist the SENCO in caring for children with additional needs and/or physical disabilities. The nursery understands that early intervention is very important and can have a profound effect on the child's development. The Co-ordinator's responsibilities will include:

- Follow the Special educational needs code of practice (available in the office)
- Working with the manager to ensure that staff are aware of all legislation, regulations and other guidance on working with children with additional needs and/or physical disabilities
- Working with the manager to ensure that all staff who work with children with additional needs and/or physical disabilities and have appropriate skills and training

- Co-ordinating regular monitoring and reviews of children's progress; involving parents/carers, other members of staff, relevant representatives from statutory agencies and, if appropriate, the child themselves. Alongside the manager, they will also be responsible for ensuring that any actions following such reviews are followed through
- Assessing each child's specific needs and adapting the nursery facilities, procedures, practices and activities as appropriate with regard to the EYFS
- Ensuring that systems are in place to adequately plan, implement, monitor, review and evaluate the nursery policies with regard to additional needs
- Ensuring that children with additional needs and/or physical disability are fully considered when activities are being planned and prepared
- Liaising with parents/carers about the needs of their children and the plans and actions of the nursery, as well as being the point of contact for parents/carers
- Ensure the confidentiality of the child and its family is protected at all times.
- Liaising with other agencies and seeking advice, support and training for themselves and other staff as is necessary
- Supporting other members of staff to become more skilled and experienced in the care of children with additional needs and/or physical disabilities
- Ensuring that all children are treated with equal concern and respect and are encouraged to take part in all activities
- Ensure the manager is made aware of any reasonable adjustments that can be made to help the child.
- Ensuring that accurate observations of how the child uses the play space are used to reflect on practice and improve access for all
- Ensuring that the child is fully consulted and independence is encouraged when possible. Consideration will always be given to the dignity and choice of the individual and where necessary staff will seek strategies to enable good communication at all times.
- Ensure all related risk assessments are carried out.

