

# Pioneer Childcare

## **Equal Opportunities and Inclusion Policy**

At Pioneer Childcare we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community. We will address any unlawful discrimination in accordance with the Equality Act 2010 and in line with our policies and procedures.

Unlawful discrimination includes:

- direct discrimination - treating someone with a protected characteristic less favourably than others.
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- victimisation - treating someone unfairly because they have complained about discrimination or harassment.

To achieve our objective of creating an environment free from discrimination and one that is welcoming to all, Pioneer Childcare 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 anyone on the grounds of disability, sex, sexual orientation, race, religion or belief, appearance, age, pregnancy and maternity, gender reassignment and marriage and civil partnership.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities. We will consider including festivals and celebrations from all religions and faiths.
- Ensure our activities include resources and equipment to promote equality and challenge stereotypes.
- Adapt the environment and activities to include individual children and their stages of development.
- Take reasonable steps to ensure that children whose first language is not English are provided with opportunities to develop and use their home language.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that our services are available to all parents/carers and children in the local community.
- Ensure that the company's recruitment policies and procedures are open, fair and non-discriminatory and that we fully commit to providing equal opportunities throughout employment. We will appoint, train, develop and promote based on merits and ability.
- Take reasonable steps to support those who require support in accessing our policies and procedures.
- Work with schools, parents/carers to take reasonable steps to support those who require support in accessing our service.
- Work to fulfil all the legal requirements of the Equality Act 2010.

### **Racial harassment**

Pioneer Childcare will not tolerate any form of racial abuse or harassment. We will challenge racist and discriminatory remarks, attitudes, and behaviour from children at our clubs, from staff and from any other adults at our settings (e.g., parents/carers collecting children).

### **Equal Opportunities Named Coordinator**

Pioneer Childcare's Equal Opportunities Named Coordinator (ENCO) is Samantha East. 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

Pioneer Childcare 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 possible. We aim to fully meet our responsibilities in respect of the Equality Act 2010 by not treating any child less favourably than another. We aim to make reasonable adjustments to our building, resources, and provision to meet the needs of individual children and their parents/carers when appropriate. We are committed to our staff attending a range of training courses to extend and update their knowledge of current practices.

### Special Educational Needs Coordinator

At Pioneer Childcare we respect the right that all children have access to an out of school play environment. By working closely with parents, we aim to ensure that all children have their needs met and we welcome them to an inclusive environment. It may be a limitation of our service that we are not able to offer 1:1 support to a child on a consistent basis. We will ask parents/carers to complete any additional paperwork related to their child's needs and we recommend that a child attends a taster session with their parent/carer before starting at our clubs to be certain that it is the right environment for them.

Pioneer Childcare's Special Educational Needs Coordinator (SENCO) is Jo Wilkins. The SENCO will:

- Help staff to identify and meet the needs of children who may be experiencing some difficulty in any area of development, which may change over time.
- Help staff to develop and implement strategies in respect of all children.
- Consider the requirement of any additional resources that may enable the child to access activities more inclusively.
- Keep parents/carers informed of a child's progress.
- Keep staff up to date with SEN and/or Inclusion matters.
- Liaise with the child's school when appropriate to obtain further information.
- Manage the provision for children with special educational needs or physical disabilities, including completing a Personal Emergency Evacuation Plan (PEEP) should one be required.
- Be trained and experienced in the care and assessment of such children, through appropriate outside agencies and local authorities.

At our Brighton and Hove clubs we may be able to apply for Local Authority Childcare Inclusion Funding to cover additional staff to work with a particular child. This funding only applies to children who have an EHCP. Inclusion Workers will be well supported by the Club Manager and other staff to ensure the child is included in all aspects of club.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

If parents/carers have a complaint about the way we are working with a child who has SEN, initially they should speak to the Club Manager or, if this is not possible, one of our Area Managers, who will discuss the matter further.

All staff will be assessed on their ability to work in an inclusive way. Any deficiency in performance will be addressed through in-house or external training.

Inappropriate attitudes and practices will be challenged appropriately, through education and shared understanding. Children will be consistently reminded to value and respect others, regardless of difference.

This policy was adopted by: Pioneer Childcare Ltd	Date: 25 <sup>th</sup> January 2023
To be reviewed: 24 <sup>th</sup> January 2024	Signed: <i>J. Wilkins</i>

Written in accordance with the EYFS welfare requirements: *Safeguarding and Promoting Children's Welfare and Organisation, and the Equality Act 2010.*