

Equal Opportunities & Inclusion Policy

Holy Cross Pre School believes that equality of opportunities for all those in our care is paramount and all our policies, procedures and practice will reflect the rights of all children and adults including those with special educational needs or a disability, all ethnic and cultural groups and those with English as an additional language. We have a zero tolerance attitude towards any form of discrimination and will challenge any inappropriate attitudes and practices.

Our Aims

- To ensure the individual care and learning needs of all children are met in accordance with The Early Years Foundation Stage 2012.
- To ensure all children are able to develop in a caring and considerate environment where everyone is valued for their contribution to nursery life.
- To ensure our nursery is committed to the early identification of children with Special Educational Needs (SEN) and to adopting clear and open procedures.
- To work in partnership with parents/carers who are fully involved in all decisions that affect their children's care and education.
- To work with agencies and other care providers in a professional and open manner to enable individual needs to be met in a timely and purposeful way.
- To provide, within available resources, the highest possible quality support and inclusive care and education for children with SEN or other additional needs.
- To develop children's sense of identity and raise their self-esteem by creating an environment which recognises them as individuals.

We aim to integrate children with special needs into our play provision, and to give all children the experience of inclusive play. We seek to promote positive attitudes to disability to all staff and children. Parents and carers will be involved in all decisions about what is best for their child. Children will be given choices wherever possible.

The nursery seeks to give children with specific needs the support they need employing extra staff if required. Toys and equipment will be chosen so as to provide for the children's abilities and disabilities. Books and images will include those showing positive portrayals of children with disabilities or any other specific needs. All staff will be offered training in inclusion and disability awareness.

All files and information regarding a child's health, disability or personal circumstances are strictly confidential and are kept locked away. Our data protection policy applies to all personal information.

Restraint

This will only be administered if there is a risk to the child, other children or adults which would result in physical harm. Permission from the parents/carers must be in place before the child is accepted into the nursery.

Personal assistance/intimate care

This would be by strict guidelines within the child protection procedures. Written permission will most definitely have to be sought from the parents/carers. Two members of staff must be present at all times during this process.