



Early Education & Childcare

Equal Opportunities and Inclusion Policy

Aims:

- To ensure every child's individual needs are met.
- To ensure every child is valued and supported in achieving their full potential.
- To promote positive relationships with parents and other specialist agencies, in order to achieve the best possible outcomes for all children.
- To promote and value Equality Diversity Inclusion and Belonging and ensure that inappropriate attitudes are challenged.
- To encourage children to value and respect others.
- To outline our commitment to fair access to nursery spaces and recruitment of staff.

Statement of Intent

BS3 Community Development recognises that everyone has an equal right to contribute to, and benefit from its services, as well as to the wider community and society. It also acknowledges that discriminatory practices and disadvantages do exist within society. In both its capacity as an employer, a service provider and a member of the Bristol's Equalities Charter, the organisation will ensure that all efforts are made to prevent discrimination or unfair treatment against protected characteristics for any child, family, employee, volunteer, or other service user.

It is recognised that specific and positive programmes of action are necessary to ensure that the aims of this policy are met. At an organisational level, all new employees will be provided with an EDIB Induction Video at point of employment, as well as being offered training on areas of Inclusion on an on-going basis. The Early Education & Childcare leadership team take responsibility for ensuring that practice, policy, and objectives are reviewed and reflected upon on an on-going basis. This includes the use of a self-evaluative framework, and the Bristol Standard, which encourages reflection on related practice. In addition, we receive regular visits from an Inclusion Specialist from the Bristol Early Years Inclusion Team, and Quarterly Lead Teacher visits, which provide opportunities to reflect on practice.

This policy will apply to all staff, students, volunteers, and service users as a condition of their links with the setting.

Including all Children

To ensure all children's needs are met we aim to find out as much as possible through partnership with parents, utilising registration forms and baseline forms about each child to ensure the provision we offer reflects this. This includes using observations from the setting and the home to inform planning and asking children what they want from their setting. Celebrations from the nursery cohort are included in the Organisational Celebration Calendar and are highlighted and shared across the whole organisation.

Practitioners approach every aspect of provision with inclusive play in mind and therefore value is placed upon the following objectives:

- Providing and promoting positive role models for gender, culture, race, and ability.
- Providing positive images of people from a range of backgrounds, lifestyles, races, cultures, abilities, and gender.
- Promoting equal access to resources.
- Providing equal access to opportunities, including provision of additional support and partnership with other agencies/professionals where necessary.
- Making every effort to remove the social and physical barriers which cause disability.
- Valuing and supporting all children; including celebrating their interests and achievements.
- Challenging any inappropriate attitudes, comments or actions which occur in or around the setting. Including any made by parents, children, staff/volunteers and visitors.
- Auditing resources regularly to ensure that they are reflective of our local community.
- Home visits can be offered to best support a child.

Inclusivity

We recognise and respect the diversity of all families accessing our services and welcome all. We strive for ensuring information material is easily accessible in languages other than English and that our Centres are accessible to services users with disabilities.

Encouraging Children to Value Others

Opportunities to promote respect between children will be maximised. This includes discussion times and planned activities as well as any opportunities which present themselves during play.

One of BS3 Community Development's objectives is to maximise opportunities for children to learn about others, for example by promoting inter-generational activity in partnership with elderly day care or inviting parents to lead singing sessions in a different language.

Behaviour

BS3 Community Development set and expect high standards of behaviour from all staff to role model to our children. Any language or behaviour which is deemed as racist,

sexist, homophobic or potentially offensive to any minority group, is totally unacceptable and will be challenged and escalated as per our Escalation Policy. Staff within BS3 Community Development refer to all children, as children and our local residents or adults visiting our centres are referred to as our friends.

Equality and Equity is a key factor in supporting all our service users, as is promoting this throughout our community using resources such as posters on Microaggressions, Period Poverty, visual aids to welcome users in multiple languages and the use of emblematic tools such as Pride flags.

Recruitment and Spaces

Individual policies exist for both recruitment and admissions and the aim is for these to ensure equal opportunities are given in relation to job vacancies and nursery spaces. Both policies exist in connection with this policy and should be interpreted alongside it.

A key aspect of the organisation's business plan is to work towards further developing access to nursery spaces by; developing additional nursery provision in order to support more families.

Review and Training

This policy will be reviewed at any point if deemed necessary or formally on a yearly basis.

We are committed to developing the quality of provision at the setting and therefore all staff will be actively encouraged to attend relevant training.

Relevant Contacts & Legislation

Contacts:

Early Years Manager - Inclusion
Early Years Portage & Inclusion Team
Bristol Education Centre
07827 306 287

Bristol Association for Neighbourhood Daycare
0117 954 2128

Legislation:

We are actively working in accordance with:

- Equalities Act (2010)
- Children's Act (2004)
- Children and Family Act (2014)
- Human Rights Act (1998)

Reviewed July 2023

Related documentation:

- *BS3 Community Development Staff Handbook*
- *Admissions Policy*
- *Recruitment Policy*
- *SEND Policy*
- *Parents as Partners file*
- *SEND Code of Practice*
- *Escalation Policy*