

CANTERBURY COLLEGE POLICY

CHILDREN'S CENTRE EQUAL OPPORTUNITIES POLICY

EFFECTIVE DATE: August 2011

LAST REVIEWED: August 2011

REVIEWED BY: Debra Ashley

NEXT REVIEW: August 2013

POLICY LEAD: Director of Student Support Services

The Children's Centre Equality and Diversity Policy

The Children's Centre will take due regard of the College's Single Equality Scheme.

Policy Statement

The Children's Centre will ensure that their service is fully inclusive in meeting the needs of all children. The setting is committed to anti-discriminatory practice to promote equality of opportunity and to valuing diversity for all children and their families.

The Policy stated will be implemented in the following way:

1. The Children's Centre will strive for a neutral environment where children will not feel excluded or disadvantaged because of their: ethnicity, culture, religion, race, home language, background, Special Educational Needs, disability, or gender.
2. Every child at the Children's Centre will be treated as an individual to ensure they have a fair opportunity to participate in group activities, that encourage respect between different groups and individuals.
3. The Children's Centre will actively promote self-confidence and a positive attitude to learning. Continuous guidance and review techniques (for instance parent-partnership schemes) will help to promote achievement.
4. The overall aims of the EYFS works towards children achieving the five "Every Child Matters" outcomes: Staying Safe, Being Healthy, Enjoying and Achieving, Making Positive Contributions, and Achieving Economic Wellbeing.

These aims are delivered by the Children's Centre staff:

1. The Children's Centre is proud to deliver a positive learning environment for all children free from direct or indirect discriminatory practices. Positive action is taken to ensure no unlawful discrimination occurs.
2. The Children's Centre staff aim to be non-judgemental in all aspects of their work, through respecting each individual family's attitudes, values and beliefs. All staff employed at the children's centre are trained in good working practices, equality and diversity, Health & Safety along with first aid. Information about relevant legislation is readily available for staff to review.
3. Relationships will be developed with parents/guardians/carers and children through the Parent partnership scheme (see page 5 nursery prospectus). There is a parents evening held every 6 months to offer updates and important information on each child.
4. The Children's Centre supports on-going partnership with parents/carers and regularly holds update meetings on children's progress. Located in the main hallway is the parents'/carers' board where new information is added that is relevant to all children's wellbeing.

5. Children that have Special Educational Needs will be fully included. The named Sencos (Special Educational Needs Co-ordinators) are trained to deal with special needs and promote integration into the usual Nursery routine. They are the Senior Nursery Officers.
6. Festivals and celebrations from around the world are brought to life for each child to experience through music, songs, creative activities, displays, books, stories and food. The Children's Centre welcomes and values suggestions and ideas surrounding new learning experiences. For instance Harvest Festival and Diwali are all celebrated to enhance children's awareness of different cultures. Christmas and Easter time are also a key time for creative learning.
7. Training is provided for all staff and the Children's Centre actively aims to make all staff aware and sensitive to the needs of every individual Child's background. The training for staff members is then disseminated to the children through their learning, enabling them to flourish and improve knowledge and understanding of issues of Equality and Diversity
8. Staff and students on work experience receive information and awareness training of Equality and Diversity during their induction.
9. On a child's admission into the Children's Centre, their parents/carers are made aware of the Single Equality Scheme, and given a policy pack for information.
10. The Children's Centre welcomes the diversity that all children bring and works with all families who attend the setting.
11. The Children's Centre review the Policies and Procedures annually to ensure to we meet our legal obligation and extend these to celebrate diversity and inclusion.

Last Updated : August 2011
Review Date : August 2012

Debra Ashley – Manager Children's Centre