



St Paul's Childcare

Inclusion and Equal Opportunities Policy Written in Conjunction with NMS 4 and 16

St Paul's Childcare will follow this policy, review it annually and update it as required.

The Person in Charge (Leader) of St Paul's Childcare will ensure that every member of staff understands this policy.

St Paul's Childcare will ensure that parents and carers are aware of this policy. We will ensure this policy is available to all via:

- *St Paul's Childcare website
- *The entrance of the childcare setting
- *St Paul's C/W Primary School website

The policy may be requested from Reception at St Paul's C/W Primary School

Policy last updated – September 2020

Next policy update due – September 2021

REVIEWED BY

Name

Signature

Date

_____	_____	_____
_____	_____	_____
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Inclusion and Equal Opportunities Policy

Aim

The aim of St Paul's Childcare is to provide high quality child care for all children. Offering experiences and opportunities that enable all children to thrive, whatever their individual needs are.

Principles

St Paul's Childcare is committed to ensuring the individual needs of every child are met. They will ensure that appropriate support and opportunities are given to all children. St Paul's childcare will work in partnership with all the relevant outside agencies to ensure that the appropriate support is given to those children with Additional Learning Needs, and their families.

St Paul's Childcare will actively seek to remove the barriers to participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children:-

- girls and boys;
- minority ethnic and faith groups;
- children who need support to learn English as an additional language;
- children with special educational needs;
- more able and talented children;
- children with a medical condition or disability

The St Paul's Childcare respects the principle of confidentiality in all aspects of its work, including in the field of additional needs, and it will keep any record or comments about an individual child in confidence, and in secure storage following the guidelines in the **Confidentiality and Data Protection Policy** and the **E-Safety Policy**.

The Rights of the Child

Ensuring that every child has the opportunity to benefit from early years' experiences is part of ensuring the Rights of the Child, as noted in the United Nations Convention on the Rights of the Child, specifically:

Article 3: All organisations concerned with children should work towards what is best for each child.

Article 12: Children have the right to say what they think should happen, when adults are making decisions that affect them, and to have their opinions taken into account.

Article 23 :Children who have any kind of disability should have special care and support so that they can lead full and independent lives.

Code of Practice

- The St Paul's Childcare will act in accordance with the current Additional Learning Needs Code of Practice for Wales, and will follow Early Years Action and Early Years Action Plus to support children when necessary. In a case where the Early Years Action Plus does not meet the needs of a child, the child can have a statutory assessment by the Local Education Authority.
- All members of staff will be responsible for ensuring children are appropriately supported and their needs are met.
- St Paul's Childcare will actively promote equality of opportunities and anti discriminatory practices for all children.
- St Paul's Childcare will provide equal chances, opportunities, resources and activities for each child to learn and develop their full potential, taking into account each child's age, stage of development, gender, ethnicity, home language and ability.
- St Paul's Childcare will ensure all children feel valued and are respectful of each other by celebrating the differences that make us all unique as individuals.
- The Playgroup will keep confidential records:
 - of appropriate sources of information and advice about the child's health and development, e.g. parents/carers/guardians, general practitioner, relevant agencies.
 - regarding the child's educational progress and general development, noting any causes for concern.
 - which show what action is being taken in St Paul's Playgroup to meet the child's additional needs, and its effectiveness.

- which show any permanent learning difficulties which the child has, and any relevant advice received.
- The St Paul's playgroup will forward relevant information to the parents/carers/guardians and, with their consent, to local statutory agencies if necessary

Signature:

Date:

Date of review: