



Equalities Policy

At Kids2Day Pre-School we will ensure that we provide a safe and caring environment, free from discrimination.

To achieve the Pre-School's objective of creating an environment free from discrimination and welcoming to all, we 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 children on the grounds of disability, sexual orientation, class, family status, mental health status or HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the Pre-School's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- Monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

Kids2Day Pre-School will not tolerate any form of racial harassment. The Pre-School will challenge racist and discriminatory remarks, attitudes and behaviour from the children, staff and from any other adults on the Pre-School premises (eg parents/carers collecting children).

Promoting equal opportunities

The Pre-School's Equal Opportunities Named Coordinator (ENCO) is Linzy Cooper. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

Our Pre-School recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the Pre-School, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.



Where one-to-one support is required we will assist parents in accessing the funding required to provide the additional care.

Special Educational Needs Coordinator

The Pre-School's Special Educational Needs Coordinator (SENCO) is Linzy Cooper. The SENCO will:

- Manage the provision for children with special educational needs or physical disabilities in line with the preschool **SEND policy**
- Be fully trained and experienced in the care and assessment of such children.

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

This policy was adopted by: Kids2Day Pre-School	Date: 18.09.24
To be reviewed: September 25	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2024): Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.82]*