

Policy- Anti-Discrimination Practice/Inclusion

To give children the best possible start in life, I must ensure that they learn not to discriminate against others, and they are offered equal opportunities, and this will help to develop their own individual potential. Children learn their prejudice from adults, which is why it is so important that we are setting a good example for them. They need to be interested about the differences around us, and that can only be done by us allowing them the resources to do this. In my setting I have things to allow the children to see different types of culture and the different kinds of people. For example, black and white dolls, books which show a range of people from different cultures, and a couple of fun books in a different language. This allows them to learn the things they need to be aware of in life.

I will treat every child equally and fairly. Everyone will have the same opportunities as each other. I will not discriminate against any child with a disability, different language, sexuality, gender, family status etc. These things all need to be promoted positively and be made aware to children that we live in a multi-cultural society. I will welcome any child into my setting, however things will need to be discussed fully with parents if I could meet the needs of those children with certain disabilities. If I felt I could not meet their needs it would not be fair to take them on, and would therefore discuss this with the parent/carer. I would however do everything I could to make it possible. If there was a ramp needed for a wheelchair for example I would get it. If there was additional training needed to support them then I would do it. If they were unable to go upstairs to their toilet then we would sort a private area out downstairs for where they felt comfortable to use a portaloo toilet etc. Most things can be worked around and every option will be considered.

Making the children aware of the differences that make each and every one of us unique will promote positivity on everyone being different.

Taking into account different ages/gender/sexuality etc each and every activity will be at the right developmental stage for them. For example, the younger ones will not be discriminated against because they are not as good as the older ones may be, they will still be having a go and join in. This will ensure that each child has that equal chance to develop and learn. Sometimes children can even become involved with things and make their own activities out of things. For example if somebody joined the setting where English was not their first language we could all learn things from them. Posters could be made with how they say things, books could be read in their language, song could be learnt in a different language etc.

By recognising and reviewing the different legislations and codes it will allow me to keep up to date with things, and give me things to abide by. For example the Disability Discrimination Act, the Equality Act etc. I will under no circumstances tolerate any racial abuse, or nasty discrimination against any other child. If I see this happening, then I will speak with the parent as to why this may be happening and what we can do to make this stop, as I have a duty to the child to protect them as much as I can and they are to come first in situations so a child does not come to any harm.

If at any point my assistants had an inappropriate attitudes or practices, then this would be challenged and dealt with immediately. However as they attend most courses I do, and have had various meetings and sessions with myself I would like to say that this would never happen.

There may be children with disabilities or SEN. I am the SENCO, and deal with My Plans etc. There are early assessments, and if anything is identified then early intervention to help the child asap. Parents can view any policies at any time read the relevant information. There is continual sharing of help, and information if they hare settings, and if they move settings then this will all be passed on. When they leave us to go to school all of the relevant information will be passed on along with a meeting to discuss all the needs for that child. There is also strong communication with the parents to discuss anything. I am aware of the revised code of practice and the Gloucestershire graduated approach.