

# Bow Lane Pre-school

## The Safeguarding and Welfare Requirements: Equal Opportunities

*The provider must take necessary steps to safeguard and promote the welfare of children*

### 9.3 Equality Act 2010 (DDA 2005)

#### Policy statement

Bow Lane Pre-school aims to value the individuality of all children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of children's varied life experience and needs. We do this by offering a broad and balanced curriculum. The achievements, attitudes and well being of all our children matter irrespective of ethnicity, religion, attainment, age, disability, gender or background.

The Disability Discrimination Act (DDA) of 1995 aims to discriminate against people with disabilities and to improve access in all areas of life.

#### EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.2 Inclusive practice 1.3 Keeping safe	2.1 Respecting each other 2.2 Parents as partners 2.4 Key person	3.2 Supporting every child	4.4 Areas of learning and development

#### Procedures

##### Admissions

Our setting is open to all members of the community.

- We aim to be an inclusive setting
- We will ensure that children with disabilities have the same opportunities as non-disabled children.

- We will not treat a child with a disability less favourably than others because of the nature of his/her disability.
- We will make all reasonable adjustments to ensure that a child, parent/carer or member of staff with disabilities is not placed at a disadvantage.
- We will do our best to anticipate the needs of a child or member of staff with disabilities before he/she joins our setting and make reasonable adjustments to ensure that they are not disadvantaged.
- We use language that does not offend, and we make staff and children aware of the importance of language. We put the child/parent first
- We seek and respond to guidance from parents and their children.

#### Physical Environment

- We will endeavour to improve provision for children and staff with disabilities by developing the physical environment of the setting, within the limits of the resources available. Where necessary, we will try to improve the following::
- Access to the setting
- Movement around the building e.g. adaptations, such as improved colour schemes for people with impaired sight.
- Signage, by putting it in clear print.

#### Staffing

- When advertising posts, or interviewing applicants, or deciding on appointments, we will follow the necessary procedures and will not discriminate against people with disabilities.
- Should a member of staff become disabled, we will make reasonable adjustments to that persons employment arrangements or to the premises in order to enable them to continue in post.
- All members of staff are entitled to professional development and training and are expected to take advantage of a continuous programme of professional development.
- We will liaise with specialists where possible to support individual children. Among these specialists are the following: physiotherapists, educational psychologists, speech therapists, doctors, social workers and staff of voluntary and statutory agencies. We benefit from Merton's Local Authority's advice and its provision through the Hearing Impairment and Visually Impaired Services.

#### Health & Safety:

- Members of staff follow the school procedures both for the storage and for the administration of medicines to children. We also have procedures for when blood or other bodily substances have to be cleared away.
- We have members of staff qualified in giving first-aid treatment and the emergency services will be called should they be required.

**Legal framework**

- The Equality Act 2010 (DDA 2005)
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1976,1986
- Children and families Act 2014
- Special educational needs and disability code of practice: 0 to 25 years (2014).

This policy was adopted at a meeting of	<u>Bow Lane Pre-school</u>	name of setting
Held on	<u>6<sup>th</sup> September 2017</u>	(date)
Date to be reviewed	<u>6<sup>th</sup> September 2018</u>	(date)
Signed on behalf of Bow Lane Pre-school		
Name of signatory	<u>Gaye Hooker</u>	
Role of signatory	<u>Owner</u>	