

Equality Policy

All children in our care are given the opportunity to engage in all activities. All activities will be gender neutral. We try to ensure our resources and literature reflect positive images of children and people from different cultures and with different abilities.

No child in our care will be discriminated against in anyway, whether for their skin colour, culture, gender, ability or religion. I will challenge any remarks that I feel are inappropriate and inform parents if needed.

We encourage the children in our care to learn more about their own culture and to find out about the culture and religions of other children. We encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.

We encourage Parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.

We are aware that some children may have special needs and to be proactive in ensuring that appropriate action is taken when a child is identified as having special needs or starts in our care. I must promote the welfare and development of the child in partnership with parents and other relevant agencies.

We give all children in our care the opportunity to reach their full potential. Sometimes this means adapting an activity to the child's ability and stage of development, providing additional resources or giving one child more attention and support than others during a particular activity or routine.

Wild Explorers will have a designated SENCO and will aim for all staff to receive SEND training.

If we think a child in our care has a special need we will keep confidential observational notes which can be share these with the child's parents. We will work closely with parents and discuss what support is available and seek information from parents about that child's needs, likes and dislikes. We will make any reasonable adjustments within the setting and adapt activities to enable that child to take part (providing specialist equipment if possible). We will make sure activity is fully risk assessed in line with that child's needs and keep all matters confidential. We will seek support from external agencies (with consent from parents) if we are struggling to meet that child's needs or that child is not progressing in their development. We will liaise with any other settings or agencies the child attends to provide consistent support (with consent from parents). We will encourage children's confidence and independence and maintain dignity.

There may be occasions where despite all reasonable adjustments being made our setting may not be able to meet the needs of that child or be able to keep that child or the other children in our setting safe. If this should occur this will be discussed with parents and where possible alternatives will be offered. We will seek advice from external agencies.