Sue Scarbro's Equal Opportunities/Inclusion/SEND Policy

Rationale

I value the individuality of all children and am committed to giving them opportunity to achieve their full potential irrespective of ethnicity, attainment, home language, religion, culture or belief, age, disability, gender or family background. I am committed to actively removing the barriers to learning and participation within my childminding setting. I aim to help children learn to value and respect people who are different to themselves. I am committed to treating all children and their families with equal concern and respect and I will ensure that I actively include all children and families within my practice.

Procedure

I provide a range of resources that reflect positive images of the diversity of the society in which we live, in order to aid children's self-esteem and to teach them about other cultures and lifestyles. All children will have access to toys that are traditionally for either boys or girls. Festivals from around the world are celebrated by using crafts, cooking and tasting activities and I request that parents/carers share any information that would enhance these experiences for the children. I welcome parents/carers' involvement to ensure I have adequate information to meet each child's individual needs and to extend the opportunities I offer to all children.

Providing it is safe to do so, all children are given the opportunity to use all the toys and experiences on offer - this may involve some reasonable adjustments to ensure accessibility by all children.

I will observe and monitor individual children's progress and share with the parents/carers following the Assess, Plan, Do and Review cycle. Where either a child appears not to be making progress generally, or in a specific area of learning, I will discuss my observations and any proposed plans with the parents/carers. I will conduct this discussion in a way that encourages them to contribute their knowledge and understanding of their child and allow them to raise any concerns they may have about their child's needs and the provision that is being made for them. I will always include the voice of the child in any arrangements. I will follow the procedures set out in the Special Educational Needs and Disability Code of Practice: 0 to 25 years (2015). I will work closely with parents/carers and other agencies, with parental consent where appropriate, to ensure individual children's needs are met - including writing any Action Plan with targets, Individual Care Plan (ICP), contributing to an Education Heath Care plan (EHC) if necessary, and writing any Personal Emergency Evacuation Plans (PEEP).

I will work closely with parents/carers, the child's social worker and other agencies, where appropriate, to ensure the individual children's needs for 'Children who are Looked After' are met - including writing and carrying out Personal Education Plans (PEP).

I will not discriminate directly or indirectly to children and their families. I will challenge any anti-discriminatory language or behaviour by children or adults and explain why this is unacceptable. The achievements, attitudes and well-being of all children matter.

I regularly monitor the effectiveness of inclusive practices, record keeping, risk assessments and experiences offered, to ensure that these procedures are up to date and the children's individual needs are being met. I am committed to ensuring that relevant documentation is accessible. Parents/carers are invited to request documentation being presented in other formats where needed. This may be translating to another language, a different font style, or having the information explained verbally.

Childminder's Signature: SScarbro

Date: January 2025