



Elstead & Villages Sure Start Children's Centre
Equality and Inclusion Policy

References/Legislation that informs policy:

The Sex discrimination Act 1968

The Race Relations Act 1976

The Children's Act 1989

The disability discrimination Act 1995

UN convention on the rights of the Child 1998

Race Relations Amendment Act (RRAA) 2000

The Special Educational Needs and Disability Discrimination Act (SENDA) 2001

The Children's Act 2006 (incorporating Every Child Matters)

Definition of the term Disability:-

'A person has a disability for the purpose of this Act if he has a physical or mental impairment, which has a substantial and long term adverse effect on his ability to carry out normal day to day activities' (Disability Discrimination Act definition).

Definition of the Term Inclusion:-

'Inclusion is a process of identifying, understanding and breaking down the barriers to participation and belonging' (National Children's Forum Definition).

Objectives

In order to meet the need of individuals and groups of children and parents we use the government's Key Performance Indicators and the Core Purpose of Children's Centre to set realistic target in consultation with the community and the school. This allows us to:-

- ❖ Respond to the diverse needs of families and the community
- ❖ Work to overcome potential barriers to accessing services
- ❖ Work with other agencies to provide a holistic approach to the development of services and meeting the specific needs of families in the community

The development and well-being of every child, parent and member of staff matters. This is reflected through our distinctive moral code and respect for all children and adults as individuals.

We actively promote the achievement of all groups of children and ensure through regular monitoring, evaluation and support that our children make progress towards their individual goals.

Elstead & Villages Children's Centre aims to be an inclusive centre for families and staff. This means that equality of opportunity must be a reality for all our children, parents and staff. We achieve this reality through actively seeking to remove barriers to learning and participation that can hinder or exclude individual children, parents, or groups of families within our community:

Children and parents with disabilities:

Some children and parents accessing the centre may have disabilities and consequently need additional resources to support their mobility and support as a family. The centre is committed to providing an environment that allows all children full access to activities in the centre. The building complies with all regulations under the Disability Discrimination Act (2001) and due care and attention has been given to ensure that all services are accessible to those with disabilities.

Racism and Inclusion:

The centre recognises the importance of reflecting the diversity of our society within our planned activities. Practitioners are flexible in their planning and offer appropriate challenges to children.

All racist incidents are recorded and reported by the centre manager to the governing body and the Head Teacher.

The centre takes a proactive approach to children understanding and respecting each other's similarities and differences.