EQUALITY, DIVERSITY and INCLUSIVE PRACTICE POLICY

All children have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being. At little steps they will be given the same opportunities to play, experience and achieve with due regard to their age, race, religion and beliefs, gender, culture, disability, special educational needs, social background or composition of the family.

We will do this by:

- Ensuring all activities and resources are accessible to all children and provide an environment that welcomes diversity.
- Ensuring that the provision we provide is tailored to each child's needs and interests; treating every child as a unique individual.
- Working in partnership with other professionals in order to ensure we can meet specific needs.
- Working in partnership with parents to accommodate specific needs, cultural values and celebrations, engage with the child's individual interests and character.
- Actively discouraging discriminatory behaviour or language and appropriately challenging if it should occur within the setting; this is a requirement of law.

Positive images of people are given and shown throughout activities, experiences and conversation. At Little Steps we feel that it is important for a child's self-esteem and confidence to have a positive image of themselves and their family/social group. Children will be taught and expected to respect the differences of others. They will be taught about other people's cultures, religions, social backgrounds and disabilities.

All children are encouraged to respect their environment and to care for each other. We will help children to grow accustomed to experiencing, valuing and respecting difference. Staff will model positive attitudes and respect for difference in their own practice. This way we will be helping teach children not to be fearful of difference, to understand that people come from all walks of life and that all are valuable and to be respected. This will give your child empathy, respect and teach them to respect everyone for who they are.

Special Educational Needs and Disability

All children at Little Steps will be given the chance to learn and achieve their full potential. Through careful observation and planning, each child's learning journey will be monitored and

activities will be tailored to their needs. Resources and activities will be made accessible to all to ensure every child can be included in the experiences we provide.

We will work closely with parents/carers throughout the children's time with us. This will allow us to develop an environment and learning experiences tailored to every child's abilities, needs and interests. If needed, we will work in partnership with other professionals who can support us to provide the best possible care (parental permission will be gained prior to discussing a child's needs with other professionals). If, however, the setting or professionals feel Little Steps Day Care is not able to meet a child's specific needs, either supporting their development or keeping them safe within the environment, we will support the family to find alternative, more suitable provision to allow the child to thrive.

Our designated Special Educational Needs and Disability Coordinator is: Jo McClelland

Reviewed: 05/03/2025