



Wallisdean Federated Schools' Wraparound Provision

Equalities Policy

We will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community, including children with additional needs.

To achieve our Wraparound Provision's objective of creating an environment free from discrimination and welcoming to all, we will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status or HIV/Aids status
- Strive to ensure that children feel good about themselves and others by celebrating the differences which make us all unique individuals
- Ensure that our services are available to all parents/carers and children in our schools' community
- Ensure that the provision's recruitment policies and procedures are open, fair and non-discriminatory and follow HCC guidance and procedures
- Work to fulfil all legal requirements of the Equality Act 2010.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

We will not tolerate any form of racial harassment. We will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Wraparound Provision, from staff and from any other adults on our premises (eg parents/carers dropping off or collecting children).

Promoting equal opportunities

- Staff receive relevant and appropriate training
- The Equalities Policy is consistent with current legislation and guidance
- Appropriate action will be taken wherever discriminatory behaviour, language or attitudes occur

Children with additional needs

We recognise that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents/carers prior to their attending the Wraparound Provision and

will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where 1:1 support is required we will assist parents/carers in accessing the funding required to provide the additional care.

Special Educational Needs Co-ordinators

Wallisdean Federated Schools' SENDCo and Inclusion Leads: Mrs Milczarek and Mrs Evans
Pre-School SENDCo: Mrs Privett

Policy adopted: June 2024

Ratified by FGB:

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2023); Safeguarding and Welfare Requirements; Equal Opportunities [3.68], Information for parents and carers [3.74], staff qualifications, training, support and skills [3.20] and Child Protection [3.7]