

Equality Opportunities and Inclusion Policy

At The Butterfly Preschool our aim is to ensure that we have a caring ethos and a commitment to providing child-friendly environment in which all children can thrive. The preschool will also ensure that no child or parent/carer receives less favourable treatment on grounds of gender, ethnic or national origin, disability or special educational needs, marital status, sexual orientation or religious belief.

In order to achieve this we will:

- Use our system of observation and record keeping, which operates in conjunction with parents/carers, to meet children's needs on an individual basis.
- Ensure that our activities reflect multi-cultural awareness by displaying positive images of children in a variety of anti-racist situations.
- Ensure that staff communicate effectively with the child's parents/carers to facilitate continuity of care.
- Where necessary we will recommend parents/carers to the services of other childcare agencies such as Speech Therapist to support children that may be experiencing language delay or difficulties and the Early Intervention Team to support children who have additional needs.
- Our staff team are offered training courses to update their knowledge on all aspect of Anti-Discriminatory Practice and Special Educational Needs Code of Practice.
- The staff team will, monitor, evaluate and review the effectiveness of The Butterfly preschool Equal Opportunities and Inclusive practices in an on-going basis.

