

Equal Opportunities, Inclusion & SEND Policy

Rationale

At Little Home Learners, we value the individuality of every child. We are committed to ensuring that all children have the opportunity to achieve their full potential, regardless of:

- ethnicity or cultural background
- attainment or developmental stage
- home language
- religion, culture or belief
- age
- disability or additional needs
- sex
- family structure or socio-economic background.

We actively remove barriers to learning and participation. We help children learn to value and respect people who are different from themselves, and we ensure that all children and families feel welcomed, included and treated with equal concern and respect.

Our practice is underpinned by the:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice 0–25 (2015)
- EYFS Statutory Framework 2024/2025
- Guidance from the Equality and Human Rights Commission

Our Commitment to Inclusion

We are committed to:

- promoting equality of opportunity
- celebrating diversity
- challenging discrimination
- ensuring inclusive practice across all areas of provision
- working in partnership with parents/carers and external agencies
- following the SEND Code of Practice (2015)
- ensuring that the voice of the child is central to all decisions
- providing Ordinarily Available Provision (OAP) for all children
- adapting activities through differentiation to meet individual needs

We ensure that all children can access the full range of experiences offered, making reasonable adjustments where necessary.

SENCO Arrangements

As a childminding setting, the SENCO role is held by: **Charlotte Shefras**

(Deputy SENCO not appointed)

Charlotte is responsible for:

- overseeing SEND provision
- coordinating support for children with additional needs
- liaising with parents and professionals
- ensuring compliance with the SEND Code of Practice
- maintaining SEND records
- ensuring staff (including assistants, if employed) understand inclusive practice

Support and advice can be accessed via:

- Buckinghamshire Early Years Consultants
- Early Years SEND Team

- Buckinghamshire SEND Local Offer

Inclusive Practice in the Setting

Resources and Environment

We provide resources that reflect the diversity of society, including:

- books
- dolls and small-world figures
- puzzles
- role-play materials
- images and artefacts

These support children's self-esteem and help them learn about different cultures, families and lifestyles.

All children have access to toys and activities traditionally associated with either gender.

Celebrating Diversity

We celebrate festivals and cultural events from around the world through:

- crafts
- cooking
- tasting activities
- stories and music

Children's home cultures are valued and incorporated into learning experiences.

British Values

We actively promote:

- Democracy
- Rule of law

- Individual liberty
- Mutual respect and tolerance

These values underpin our inclusive ethos and help children develop respect for others.

Working in Partnership with Parents/Carers

We work closely with parents/carers to:

- gather information about each child's needs
- understand their strengths, interests and home experiences
- ensure consistency between home and setting
- identify any emerging concerns
- plan appropriate support

We encourage parents to share their insights and raise any concerns at any time.

Documentation can be provided in alternative formats (different languages, fonts, or verbally) where needed.

Supporting Children with SEND

We follow the **Assess, Plan, Do, Review (APDR)** cycle to monitor progress and identify additional needs.

Where a child is not making expected progress, we:

1. Share observations with parents/carers
2. Discuss possible strategies or adjustments
3. Agree next steps together
4. Include the child's voice in all decisions
5. Record the process using APDR or a SEND Support Plan

With parental consent, we work with external professionals such as:

- Early Years SEND Team
- Portage

- Health Visiting Team
- Speech and Language Therapy
- iSEND Team
- Educational Psychologists

We may develop:

- Action Plans with targets
- Individual Care Plans (ICPs)
- Personal Emergency Evacuation Plans (PEEPs)
- Contributions to Education, Health and Care Plans (EHCPs)

Funding Pathways

Where appropriate, we apply for:

- Inclusion Fund (low level/emerging need)
- High Needs Funding (HNF)
- Education, Health and Care Needs Assessment (EHCNA)

Children with EHCPs

EHCPs are reviewed:

- every 3–6 months for children under 5
- through an Annual Review coordinated by the setting

Children Who Are Looked After

We work closely with social workers, carers and other professionals to meet the needs of children who are Looked After, including contributing to **Personal Education Plans (PEPs)**.

Transitions

Transitions are planned carefully and tailored to each child's needs.

We follow the **Buckinghamshire OAP Transition Guidance**, ensuring:

- early sharing of information (with consent)
- visits to new settings where possible
- transition documents are completed
- strategies and support are communicated clearly

Anti-Discriminatory Practice

We do not tolerate discrimination of any kind.

We challenge:

- racist, sexist or homophobic language
- derogatory comments about disability
- stereotypes
- exclusionary behaviour
- unfair treatment

We explain why such behaviour is unacceptable and support children to develop empathy, respect and understanding.

Monitoring and Reviewing Inclusive Practice

We regularly review:

- the effectiveness of our inclusive provision
- record-keeping
- risk assessments
- accessibility of experiences
- the suitability of resources
- the impact of reasonable adjustments

We ensure that all documentation is accessible and up to date.

Training

Charlotte completes regular training to ensure inclusive, equitable and SEND-aware practice.

- Safeguarding, Equalities and SEND training last completed: January 2026
- Ongoing CPD through Buckinghamshire Early Years Service
- Regular updates through BSCP and national guidance

This ensures our knowledge remains current and our practice remains fully compliant with statutory requirements.

Local Offer

We signpost families to the **Buckinghamshire Local Offer**, which provides information about services, support and resources for children with SEND:

<https://familyinfo.buckinghamshire.gov.uk/send-local-offer/>

14. Policy Review

Next review: May 2027 or sooner if legislation or guidance changes.