

Policy for Racial Equality, Inclusion and Equal Opportunities

Hertford Selections Children's Centre acknowledges their duty to promote inclusion for all children and their families in accordance with the Children's Act 2004 and the Special Educational Needs and Disability Act (SENDA) 2001 and promote Race Equality in accordance with the Race Relations (Amendment) Act 2000.

The Children's Centre's activities are open to all children and their families; and welcomes both fathers, mothers, other relations, carers and childminders, regardless of gender, disability, religion, culture, social group or race, who are committed to the welfare of the children.

Vision

Improved outcomes for children and families; supported by a high quality neighbourhood service providing choice, inclusion and encouragement, to meet their aspirations in accordance with the Every Child Matters Agenda.

Aims of Hertford Selections Children's Centre

- Work towards meeting the needs of individual children, their families and the communities in which they are based: – through ongoing consultation and evidence based needs analysis.
- Link with existing and new providers to ensure access to quality early years provision, support providers to achieve high quality.
- Promote and improve healthy outcomes for children and families through working in partnership with other local agencies to offer parenting programmes and early intervention for children or families who may need extra support.
- Offer access to up to date appropriate parent support and advice through availability of information, workshops and stay and play sessions.
- Offer tailored services to support those who cannot access local provision by offering resources/services in the community.
- Support and enable parents to access work and/or training opportunities in partnership with Job Centre Plus giving families the opportunity to achieve economic well-being.
- Reduce the gap between the outcomes for the most disadvantaged children and others in accordance with the Every Child Matters Agenda.

The Centre provides resources and activities for families and young children to develop relationships in a supportive environment free from prejudice and discrimination. Families accessing activities and stay and play sessions will benefit from the opportunity to experience, acknowledge and value similarities and differences between themselves and others to help them understand the cultural diversity they will meet in the wider world.

The Children's Centre and its partners have chosen resources, which, we hope, give a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Children have the opportunity to explore both gender roles for example, role play, small world play, dressing up and books. Please speak to the Centre Manager if you feel we need to purchase additional items.

Discrimination or racist remarks will not be tolerated; the response to such behaviour will aim to be sensitive to the feelings of the victims. The Children's Centre will actively encourage the self-esteem and confidence of all families and children to overcome any prejudices in the hope that we can avoid such a situation arising.

The Children's Centre recognises the wide range of additional needs of children and families who use our centre and will aim to meet these needs, wherever possible, having regard to the Health and Safety policy of the centre.

The Centre Staff will work together with our partners to organise the environment and plan activities to ensure all adults and children can take part at a level appropriate to their needs. This will include adapting provision to ensure it is fully accessible for those who may have disabilities. In addition we will aim to provide additional support or flexibility, which enables parents to take part in courses or events.

Children's Centre services must be shaped by the needs of the Community. We would encourage parents, community, private and voluntary sectors to join our advisory partners group or take part in the consultation process, or complete one of our evaluation forms. This will ensure that the services offered are flexible and reflect the different needs of the community it serves.

The staff working in and around Children's Centres are from different professional backgrounds and bring with them a wealth of experience. They are pioneering new ways of operating within multi-professional teams.

The Children's Centre organises activities in the community and where those activities are carried out off site parents and children should be aware that the same ethos and regard for this policy for Racial Equality, Inclusion, and Equal Opportunities still applies.