

University of Warwick Holiday Scheme

Equal Opportunities Policy

Purpose	Here at the University of Warwick Holiday Scheme we cater for children from all over the world. Educational inclusion and equality of care is equal to all children that attend whatever their age, gender, ethnicity, ability or background and to this end we have developed the following policy.
Review Frequency	Annually or if an incident occurs review immediately
Date approved	September 2026
Date of next review	September 2027

The named staff members (at least 2) responsible for the upkeep of this policy are:

Jo Warren, Nursery manager

Rachael Snell, Holiday Scheme Coordinator

- We aim to support all children in all areas of development, attitudes, and values. We provide a safe and supportive environment where all children are valued where racial, disability and gender stereotyping is always challenged
- We will ensure all children are allowed to develop effectively. There will be planned and purposeful opportunities for indoor and outdoor activities. These activities will be organised to meet the needs of all the children.
- We will provide resources that reflect positive images of people from different cultures, backgrounds, and abilities
- We will use language and resources that will be understandable and accessible to all children whilst giving extra support to children who have English as an additional language and children with SEND.
- We will work closely with families in a professional and respectful manner, taking into consideration their varied life experiences
- Staff will be good role models and will set examples whereby children can learn to value and respect one another

- All children will be allowed to develop at their own pace and will be provided with challenging and exciting experiences.
- We will promote good behaviour and work to eliminate any forms of oppressive behaviour
- We endeavour to ensure the safety of everyone on our premises and regularly complete necessary health and safety risk assessments
- We will always take accord of the University's Dignity at work policy and investigate any suspected cases of bullying, anti-social behaviour and harassment. We will challenge any incidences of discrimination, inappropriate attitudes, and practices
- Staff will be kept up-to-date with any relevant training and we will review policy and procedures regularly

Booking Process and Support

- At our Holiday Scheme we welcome all children and endeavour to provide for all individual needs through interventions and appropriate support
- During the booking process, we ask parents to disclose any important medical conditions and/or special educational needs and/or special dietary requirements. This includes those prohibited by religious or cultural beliefs.
- The Holiday Scheme Coordinator or Assistant Coordinator will liaise with parents to ensure all relevant information is handed over which could include documents such as an EHCP. This information will be passed onto staff members who are working with the child.
- We will liaise with other professionals and support services to help us plan how to meet a child's specific needs if necessary

The Holiday Scheme Coordinator will be nominated to attend any training necessary in order to be able to support other members of staff working with the children and to ensure that all of the children's needs are being met.