

Equal Opportunities Policy

All children are unique individuals with rights which entitle them to an environment that provides opportunities to achieve their full potential and build a firm base for learning.

Policy

Equality of opportunity and anti-discriminatory practice will be actively promoted in my setting; the importance of the need to respect and acknowledge the unique differences between people is recognised. All children and adults in the setting will be treated fairly with equal concern and respect.

I adhere to the Equality Act 2010 and do not discriminate against children or their families on the grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, sex and sexual orientation. I will always help children to feel good about themselves and others, by celebrating the differences which make us all unique individuals.

Procedure

I work in partnership with parents to ensure individual's needs are met. This includes sharing observations, monitoring and recording progress and planning for children as individuals. This may include referrals to, or working with, other agencies where appropriate.

I provide and ensure that a wide range of appropriate toys, displays, resources, activities and equipment are chosen with the differing needs, abilities and learning styles of children in mind, where children can celebrate and express their own identity.

I encourage the children in my care to learn more about their own cultural identity and to find out about the culture and religions of other children, promoting self-esteem and respect for others. We do this in a fun way through sharing books, cooking and eating food from around the world and celebrating festivals. Resources reflect positive, non-stereotypical images and show the diversity of society.

Reasonable adjustments are made where necessary to the environment, activities and resources to ensure the setting is accessible to all children, including those with special educational needs or disabilities.

Parents are encouraged to share with me any information on their family life, culture, festivals, special occasions or artefacts which could enhance children's understanding of others. The parents are invited into the setting to share any aspects of their culture.

All discriminatory remarks, inappropriate attitudes, practices and behaviour from children and adults will be challenged. Children will be supported to understand, value, respect, and celebrate differences.

Date policy was written:

Date reviewed: