Equal Opportunities Policy

Equal Opportunities Statement
We actively promote equality of opportunity and anti-discriminatory practices for all children. We will ensure that we treat all children with equal concern and respect.

Equal Opportunities Procedure
We recognise and welcome all legislation and existing codes of practice, produced by appropriate commissions, for example the Equal Opportunities Commission.

We value and respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping. We will also not discriminate against children on the grounds of disability, sexual orientation, age, class, family status, and HIV/Aids status.

We provide equal opportunities for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language, and ability.
Sometimes this means adapting an activity to the child's ability and stage of development, providing additional resources or giving one child more attention and support than others during a particular activity or routine.

We provide and make sure that all children have access to a range of books, puzzles and other toys which provide positive images and examples of the diversity of life in our society.

We challenge racist and discriminatory remarks, attitudes and behaviour from the children in my care and adults.

We will respect children's dietary requirements, preferences and food allergies.

Any child has the right to be listened to and to be heard.

We will always help children to feel good about themselves and others, by celebrating the differences which make us all unique individuals.

We give all children in our care the opportunity to reach their full potential.
All children in our care are given the opportunity to play with all the toys (subject to health and safety with children under 3 years of age). No toys are just for girls or just for boys. We try to ensure my toys reflect positive images of children and people from different cultures and with different abilities. We have toys and resources that challenge stereotypical ideas on what careers are open to men and women.

No child in our care will be discriminated against in anyway, whether for their skin colour, culture, gender, ability or religion. We will challenge any remarks that we feel are inappropriate.

We encourage the children in our care to learn more about their own culture and to find out about the culture and religions of other children. We do in this in a fun way through sharing books, colouring sheets, cooking and eating food from around the world and celebrating special festivals.
We encourage parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.
Annual Review Date and Intials -