

Equal opportunities Policy

I will make sure that I actively promote equality of opportunity and anti-discriminatory practices for all children. I will make sure that I treat all children with equal concern and respect.

Procedure (how I put the policy into practice)

I recognise and welcome all legislation and existing codes of practice produced by appropriate commissions, for example the Equality and Human Rights Commission.

I 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. I will also not discriminate against children on the grounds of disability, sexual orientation, age, class, family status, and HIV/Aids status.

I provide equal chances 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 an individual child by providing additional resources or giving one child more attention and support than others during a particular activity or routine.

I 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. All children in my 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. I try to ensure my toys reflect positive images of children and people from different cultures and with different abilities. I have toys and resources that challenge stereotypical ideas on what careers are open to men and women.

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

I will always help children to feel good about themselves and others by celebrating the differences which make us all unique. I encourage the children in my care to learn more about their own culture and to find out about the culture and religions of other children. This will be done by sharing books, colouring sheets, cooking and eating food from around the world and celebrating special festivals.. I encourage Parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.

England

Meeting the Early Years Foundation Stage welfare requirements

Safeguarding and promoting children's welfare The provider must take necessary steps to safeguard and promote the welfare of children.