

Equal Opportunities Policy

In line with the Early Years Foundation Stage, I have arrangements in place to support children with Special Educational Needs and/or disabilities. This is in response to the SEND Code of Practice.

I give all children in my care the opportunity to reach their full potential. 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.

All children in my care are given the opportunity to play with all the toys (subject to health and safety). 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.

No child in my care will be discriminated against in anyway, whether for their skin colour, culture, gender, ability or religion. 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. We do this in a fun way through sharing books, colouring sheets, cooking and eating food from around the world and celebrating special festivals. I will provide resources such as woks and chopsticks, dressing up clothes and multicultural skin tone crayons and pencils.

I encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.

I encourage Parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.

The Equality Act 2010

I will not discriminate against a child or parent with a disability, and where possible will accept a child with a disability into my care. I will make reasonable adjustments to my setting in order to facilitate the child's needs.

Under the Equality Act I have a duty:

- not to treat a disabled child 'less favourably'
- to make 'reasonable adjustment' for a disabled child

The Disability Rights Commission Telephone number is 08457 622 633.

Please do not hesitate to discuss any of my policies and procedures with me.

Written by: Gemma Roberts-Dyer

Revised: April 2020