

## **Select Childcare**

# EQUAL OPPORTUNITIES POLICY

## Inclusion Policy (incorporating Equal Opportunities & Diversity)

I value the individuality of all children and I am committed to giving all of the children in my care every opportunity to achieve. I do this by taking account of the child's varied life experiences and needs. I offer a broad and balanced mix of activities and learning experiences, I value each and every child's achievements, attitude and well being. This policy explains my aim to promote the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

I aim to be an inclusive setting and will actively seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children and their families. I make this reality through the attention I pay to the individual, and groups of children and their families:

Girls and boys

Minority ethnic and faith groups

Children who need support to learn English as an additional language

Children with special educational needs

Able, gifted and talented children

Children who are at risk of disaffection or exclusion

Family composition

Mental health

Age

Sexual orientation

Social background

I recognise that there may be a diversity of special needs including learning, health, behavioural, emotional and physical.

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

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. I hold a discussion with parents before their child starts at the setting, to establish their concerns about their child's specific emotional, medical, cultural or religious needs. I continue to discuss any concerns with the parents/carers of the child and plan how best to meet the needs of the child. I seek written permission from the parent/carer to discuss the individual child with my Trio childcare support worker and where necessary I will also seek written permission of the

parent/carer to involve other outside agencies e.g. health visitor or early years advisor in order that I may provide the best possible support for the child.

All children in my care are given the opportunity to play with all the provided equipment (subject to health and safety). No equipment is 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 will challenge any remarks or behaviour that I feel are inappropriate.

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 in this in a fun way through sharing books, activities, cooking and eating food from around the world and celebrating special festivals.

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. I regularly review my provision to ensure that I continue to provide a high standard to each child.

I will continue to keep parents/carers informed and update them on their child's development regularly.

Parent/Carer signature: \_\_\_\_\_ Date: \_\_\_\_\_

Childminder's signature: \_\_\_\_\_ Date: \_\_\_\_\_

If you have any concerns, I will be happy to meet and discuss them with you. Specific legal requirements for the early years foundation stage regarding

Review Date: \_\_\_\_\_