



Equality of Opportunity

Valuing diversity and promoting equality

Policy Statement

We will ensure that our service is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide a positive non-stereotyping information about gender roles, diverse ethnic and cultural groups disabled people through toys and books;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- make inclusion a thread that runs through all of the activities of the setting.

EYFS key themes and commitments

Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.2 Inclusive practise	2.1 Respecting each other	3.2 Supporting every child	4.4 Areas of learning and development
1.3 Keeping safe	2.2 Parents and partners	3.4 The wider context	
	2.3 Supporting learning		
	2.4 Key person		

Procedures

Admissions

Our setting is open to all members of the community.

- We advertise our service widely



- We reflect the diversity of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We base our admissions policy on a fair system.
- We ensure that all parents are made aware of our equal opportunities policy
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a Travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reason relating to disability.
- We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- We may use the expansion clauses in relevant legislation to enable the service to best meet the needs of the community.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures that fairness in the selection process.
- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We will ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures if these are required.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

- The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors and service users. If access to the settings is found to treat disabled children or adults less favourable then we make reasonable adjustments to accommodate the needs of disabled children and adults. We do this by:



Monitoring and reviewing

- To ensure our policies and procedures remain effective we will monitor and review them annually to ensure our strategies meet the overall aims to promote equality, inclusion, and valuing diversity.
- We provide a complaints procedure and a complaints summary record for parents to see.

Legal Framework

- The Equality Act 2006
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Sex Discrimination Act 1976, 1986
- Children Act 1989, 2004
- Special Educational Needs and Disability Act 2001

This policy should be read in conjunction with:

- Administering medicines/ First Aid/ Managing children with allergies or who are sick or infectious
- Equality of Opportunity – Achieving positive behaviour
- Equality of Opportunity – Supporting children with Special Educational Needs
- Camera, mobile phone and recording devices policy
- ICT policy
- Health and Safety General Standards
- Looked After Children
- Maintaining children's Safety and Security on Premises
- Making a complaint
- Missing Child
- Safeguarding children and child protection
- Supervision of children on outings and visits