

Equality of Opportunity Policy

Everyone in my home is of equal importance and I aim to provide an environment that is accessible to all the children at their unique level. Each child will be treated with equal respect and concern and will all be given the same opportunities.

No one will be discriminated against for their beliefs, cultures, differences, ethnicities, religions, language, background, learning difficulties or disabilities, gender or ability. Indeed each of these areas all make us special and will be celebrated and nurtured to bring out the best in each and every child.

I will help the children to achieve their unique learning goals by providing them with equal chances to fully develop their potential. I understand that each activity will benefit each child in different ways depending on their stage of development, gender, ethnicity, ability etc.

My toys, books and activities provide positive images and examples of the diversity of life in our society. They will promote a sense of belonging and will celebrate the variety of personalities we all have and emphasise that we are all individuals. This will ensure children feel good about themselves, allowing them to develop high self-esteem and pave the way for a happy, healthy and successful future.

Children will be free to choose any activity they want and stereotypes or labelling will not be used. For example there are no 'girl toys' or 'boys toys'. Such typecasts and labelling can have a negative affect on how children view themselves and what they believe they can achieve.

Any discriminatory remarks, attitudes and behaviour from children or adults will be challenged and I will explain why this is unacceptable and teach children empathy towards others. Instances like these will be discussed with the parents as well to ensure children are not learning from outside influences. These occurrences will be logged in the incident book.

No child will be left out due to cultural or religious beliefs. For example meal times will include equal substitutes for any foods children are not allowed and I will be sensitive with any festive activities, making sure they are accessible to all the children.

A diverse mix of cultures in my home will mean more festivals and events to learn about and celebrate as a group! Getting parents involved is a great way to explore each child's unique stories. For example the children could learn from each other about different cultural cuisines or art works and parents could bring these in to share.