

Equality of Opportunities

Policy

I actively promote equality of opportunity and anti-discriminatory practices for all children. I make sure that I treat all children with equal concern and respect. Working within the EYFS I strive to ensure that all children and young people achieve Every Child Matter outcomes (ECM)

Procedure

- I use observations and planning to meet individual needs of each child, so that they learn and develop to their full potential. I take into account each child's age and stage of development, gender, ethnicity, home language, and ability.
- I provide a range of challenging and enjoyable opportunities for each child to learn and develop to their full potential, taking into account age and stage of development, gender, ethnicity, religion, home language, and ability.
- I provide, and make sure that all children have access to, a range of books, toys and other resources which reflect positive images and examples of the diversity of life in our society.
- I challenge racist and discriminatory remarks, attitudes and behaviour from the children in my care and other adults.
- I respect the Disability Discrimination Act 1995 and Special Educational Needs and Disability Act 2001
- When a child has or needs an Individual Learning Plan (IEP) I will work with other professionals to achieve the best outcome for that child.
- When I need advice on the best way to meet needs of a child I speak to my Special Educational needs Coordinator Laraine Spragg.
- I allocate places to children based solely on availability at the times of day/ week required by the parents/carers.
- 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 employ my assistants based on their experience and qualifications, as well as their approval by Ofsted as being a 'suitable person'.
- I will ensure that my business documentation, policies and documents are accessible to all.

Childminder's signature		Date
Parent(s) signature		Date