



October 2021

## *Equal Opportunities Policy*

### **Policy Statement**

This provision is committed to promoting understanding of the principles and practices of equality and justice. The provision encourages equal opportunities and operates an equal access policy.

All children, irrespective of their race, colour, family structure and social, cultural and religious backgrounds are welcomed. The provision welcomes all children with disabilities and special needs and encourages full integration within the daily life at Lower Covey and Pear Tree.

The provision respects and celebrates cultural diversity and acknowledges its responsibility to promote positive images and role models to the children in its care. Activity programmes will reflect the multicultural nature of our society in an environment where gender stereotyping is not an option.

### **Staff Duties**

Staff will be expected to create an atmosphere that allows children to feel valued and enable them to develop high self-esteem. It is the responsibility of all members of staff to ensure that the statements in this policy are complied with. Members of staff who are found to be in breach of this policy will be subject to disciplinary action.

Any signs of direct or indirect discrimination resulting in one person being treated less favourably than another must be challenged. The provision expects that unacceptable conduct of an anti-discriminatory nature, from staff or any adult, which has been observed by another member of staff, would be reported.

### **Activities and Play Materials**

The activities and play materials in the provision help the children to broaden their knowledge and understanding of people and cultures in our society and the world at large. For example, as well as celebrating Christian festivals, the provision bases activities on religious and cultural celebrations from across the globe, the children have the opportunity to play with dolls and other toys which reflect race, culture, or physical ability which is different from their own. All children in this provision are given the opportunity to play with all the toys (subject to health and safety with children under three years of age). No toys are just for girls or just for boys.

## Adaptations

All children in this provision are provided with the opportunity to reach their full potential. Sometimes this may involve staff adapting an activity to suit the individual ability or stage of development of a child, providing additional or different resources or by providing additional staff support and attention.