



## Equal opportunities policy

I actively promote equality of opportunity and anti-discriminatory practices for all children in my care. I will make sure that I treat all children with equal concern and respect.

### Procedure

I recognise and welcome all legislation and existing codes of practice, produced by appropriate commissions, for example the Equal Opportunities Commission.

I value and respect 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 not discriminate against children on the grounds of disability, sexual orientation, age, class, family status, and HIV/Aids status.

I will ensure that I give all children in my care the opportunity to reach their full potential. Sometimes this will mean adapting activities 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.

All the toys in my setting are available for children in my care (subject to health and safety with children under 3 years of age). No toys are 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 like to 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, colouring sheets, cooking and eating food from around the world and celebrating special festivals. I provide resources such as woks and chopsticks, dressing up clothes and multicultural dolls and small world figures.

I encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.

If you have any concerns regarding this policy please discuss them with me.



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