



## **Equal Opportunities Policy and Procedure**

We are committed to provide equality of opportunity and anti-discriminatory practice, ensuring every child is included and supported.

Our ethos is to ensure positive attitudes to diversity and difference, so that every child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, special educational needs, disability, gender or ability.

We have a legal duty under the Equality Act 2010 to be inclusive and offer an inclusive provision to children and their families. The Act incorporates the Disability Discrimination Act (1995) stating that children with disabilities must not be treated less favourably than children without a disability. 'Reasonable adjustments' will be made to enable children with a disability to participate.

The facilities, equipment and access to the premises are suitable for children with disabilities where ever possible.

Children learn from an early age to value diversity in others and grow up making a positive contribution to society.

We will meet the individual needs of all children by:

- Valuing each child for whom they are and recognising differences; so they feel understood whatever their ability, ethnic background or gender.
- Valuing each child's culture by making connections between experiences at home, my setting and the wider community.
- Talking to parents and/or carers about their child's progress and development, planning appropriate support where identified.
- Delivering personalised learning, development and care to help children get the best possible start in life.

Children who have special educational needs or a disability will be included, valued and supported by identifying the need for additional support as early as possible:

- We will work with parents and/or carers and other agencies where required.
- We will ask parents and/or carers if there is a need for any special services or equipment for children who may require additional support.

We monitor the effectiveness of our inclusive practice by:

- Listening to and valuing all children in the setting, ensuring they have a voice.
- Observing children in the setting and assessing whether the learning environment encourages inclusive practice.
- Ensuring our knowledge about different cultural groups is kept up-to- date.
- Actively avoiding gender stereotyping and challenging any expression of prejudice or discrimination by children or adults.

We promote and value diversity and difference by:

- Celebrating and valuing cultural, religious and community events and experiences.
- Supporting children’s understanding of difference and empathy encouraging positive attitudes and challenging negative attitudes
- Encouraging children to talk about their own home and community life, and to find about other children’s experiences.

Under the requirements of the Childcare Register the setting will be accessible and inclusive by taking all reasonable steps to ensure that the needs of each child, relating to their childcare, are met; and not refuse to provide childcare or treat any child less favourably than another child due to their race, religion, home language, family background, gender or disability and/or learning difficulty.

We must consider whether a child may have a special educational need or disability which requires specialist support. We will link with, and help families to access, relevant services from other agencies as appropriate.

Signed on behalf of school

Date

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To be reviewed January 2026 or as regulations change