



## Equality of Opportunities Policy

- We give all children in our care the opportunity to reach their full potential. Sometimes this means adapting an activity 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.
- We ask parents to give us information about their child in an all about me form. This is completed before children start at Little Gulls & Buoys and should include details about a child's individual needs, family customs and beliefs, dietary requirements, dress code, hair and skincare and whether help is required with toilet and washing.
- All children in our care are given the opportunity to play with all the toys (subject to health and safety with children under 3 years of age). No toys are just for girls or just for boys. We try to ensure toys reflect positive images of children and people from different cultures and with different abilities. We have toys and resources that challenge stereotypical ideas on what careers are open to men and women and are careful to use non-gender specific language.
- No child in our care will be discriminated against in anyway, whether for their skin colour, culture, gender, ability or religion. We will challenge any remarks we feel are inappropriate and take discrimination very seriously.
- We encourage the children to learn more about their own culture and to find out about the culture and religions of other children. We will do in this in a fun way through sharing books, colouring sheets, cooking and eating food from around the world and celebrating special festivals. We provide resources, which will assist in this learning.
- We encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.
- We encourage parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.
- We act in accordance with the Equality Act 2010 and in accordance with the SEND Code of Practice 2014 (see our separate Special Educational Needs policy).
- We review the toys, resources and our practice at Little Gulls & Buoys on a regular basis to ensure we are always providing for children of different ages and stages of development that are in our care at that point in time.
- We will work closely with parents and other professionals for the benefit of the Little Gulls & Buoys children and their families.
- We are an equal opportunities employer.

If you have any questions or concerns regarding this policy please discuss them with us.

Original author and date created	Louise Adams, Director & Manager, Jan 2015
Date amended and author	Julia Knight, Director, May 2016
Next review date unless practices change and update required.	May 2017