



Equal Opportunities Policy

Version History	
Date	Comments
13/09/2016	Reviewed
17/10/2016	Rebrand
22/05/2018	Reviewed. Reference to CSSIW replaced with CIW

All children are treated with equal concern and respect

Statement:

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

Policy

I recognise and welcome all legislation and existing codes of practice, produced by appropriate commissions, for example the Equal Opportunities Commission and United Nations Convention on the Rights of the Child (UNCRC) and Disability Act (SEN Code of practice) As a childminder I will promote good practice in all areas including training, employment, admission process and access to resources, activities and facilities available in my setting.

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 provide equal chances for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language, and ability and have regard to working towards the Foundation Phase in Wales – emphasis on children learning through play and experiences.

I provide and make sure that all children have access to a range of books, puzzles and other toys which provide 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 adults.

All staff will understand and implement this policy which is also available to parents at the contract stage.

I will always help children to feel good about themselves and others, by celebrating the differences which make us all unique individuals.

As a childminder I will ensure that I will comply with all legislation in connection with safeguarding children and take into account children's wishes and feelings and ensure that children's privacy and dignity is respected.

I will review this policy on an annual basis and advise CIW of any changes within 28 days of the change taking effect.