



Equal Opportunities Policy

The UN Convention on The Rights of the Child (1991) states: *"It is the States obligation to protect children from any form of discrimination and to take positive action to promote their rights."*

Statement of Intent:

Camp Glide is committed to encourage children and adults of every social class, religion, race and disability to achieve their full potential. We are aware of the importance of introducing an awareness of diversity and anti-discriminatory practice in early years education.

Aims:

- Providing learning opportunities for the children that they might explore their own identity and build his/her self-esteem free from attitudes which would limit their development.
- To protect children from stereotyping, sexism, racism, sectarianism, ageism and disability discrimination.
- To include all members of the group without prejudice. To ensure all staff have an understanding of differential needs in a diverse and multicultural society.

Procedures:

Camp Glide promotes equal opportunities through a wide range of policies and procedures which are reflected in the practice of our early years setting.

Positive approach to diversity and promoting equality of opportunity, encourage children to respect the personality, rights and differences of others.

Endeavour to provide a range of activities and materials, which reflect a variety of lifestyles.

Endeavour to select books, stories, rhymes, posters, jigsaws and themes that convey positive images of men, women and children, from all cultural and racial backgrounds and in a range of non-traditional roles and lifestyles. Ensuring that staff attend relevant training where appropriate.

Seeking advice from relevant agencies as appropriate.

This policy will govern the business as a whole but is especially relevant to:

- Admissions
- Recruitment and Selection
- Special Needs
- Anti-Sectarianism

Discriminatory Remarks:

Discrimination is unacceptable in this Childcare Unit and will be positively challenged by supporting the victim and helping those responsible to understand and overcome their prejudices.

Any form of discrimination, harassment or victimisation is not tolerated.

All incidents **must be challenged immediately**, recorded, and reported to management.

Appropriate action will be taken, including supporting the victim, addressing the behaviour, and, where necessary, initiating disciplinary procedures.

Activities Provided and Resources:

- Children are to have equal opportunity and be actively encouraged to use all activities. Without indoctrination we aim to acknowledge festivals celebrated by families in our local community and in the wider society through stories, activities, foods and clothing which reflect the diversity of life.
- Resources will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society and will be checked each term to ensure that they reflect the cultural background of the children.
- Materials will be selected to help children respect other people by avoiding stereotypes and derogatory pictures and messages about any group of people.
- Medical, cultural and dietary requirements will be respected.
- All children will be respected and their individuality and potential recognised, valued and nurtured. Through observation, children's needs are assessed and a curriculum for each child planned accordingly.
- Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. The staff have a basic knowledge of some of the faiths of the children in the setting and will work in partnership with parents to celebrate special events/festivals and occasions in their child's life.
- Home languages and dialects will be valued. Understanding and support will be given to bilingual children and those learning English as an additional language.