

## Policy - Equal Opportunities

**Title:** Equal Opportunities

**Category:** In the Setting

**Review Date:** 30th Aug 2024

### Description:

At Burpham Preschool we are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, and we actively promote equal opportunities for all the children and families in our community.

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.

All children in our care are given the opportunity to play with all the toys. No toys are just for girls or just for boys. We try to ensure our 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.

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 that we feel are inappropriate.

We encourage the children in our care to learn more about their own culture and to find out about the culture and religions of other children. We do this in a fun way through sharing books, colouring sheets, finding out information about the different ways people live, dress, eat etc and we celebrate special festivals. We provide resources such as woks and chopsticks, dressing up clothes and multicultural skin tone paints, crayons and pencils.

We encourage the children to develop a healthy respect of each others differences and to value everyone as an individual.

We encourage parents/carers to share with us any festivals , special occasions or artefacts, which may enhance the children's learning and understanding.

### Children with additional needs

We are aware that some children may have additional needs and we will do all that we can to support both the child and the families. This may mean involving outside agencies (Occupational Therapists, Health visitors, Speech and Language Advisers etc) to get extra help/support/advice so that we can offer the best possible support for each child. We would always include the parents/carers in any decisions we make to involve any outside agencies.

If we think a child has any additional need we will:

Keep observational notes.

Share these with the child's parents.

Discuss what support is available.

Seek advice from the SEND support team

Keep all matters confidential.

Whatever the need (speech, language, sensory, emotional, physical or behavioural) we will endeavour to make the necessary adjustments to ensure that every child has full access to a varied curriculum to give each child the opportunity to reach their full potential in a safe and happy environment.

We will work in partnership with parents and discuss:

Agencies that are also involved in the child's support and care.

Equipment that the child may need.

Advice or support that will help me to provide the best care possible for their child.