



Policy Date: October, 2016

Equal Opportunity & Inclusion Policy

At York House Childcare, we will ensure that we provide a safe and caring environment, free from discrimination and welcoming to all. To achieve this we will: -

- Respect different racial origins, religions, cultures and languages so that each child is valued as an individual without racial or gender stereotyping
- Not discriminate against children on the grounds of disability, class, family status etc.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that the setting's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

We provide equal opportunities for each child to learn and develop to their full potential, taking into account each child's age and stage of development and ability. We ensure that ALL children regardless of any educational needs or disabilities (SEND) have a high standard of provision to succeed and learn. We will ask for support from outside agencies to provide an inclusive environment for these children wherever needed.

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, music and dance, cooking, eating food from around the world, celebrating special festivals and involving ICT.

We encourage the children to respect each other's differences and to value everyone as an individual.

Parents are encouraged to share with us any festivals or special occasions, which may enhance the children's learning and understanding. We will use visual aids and multicultural books in the setting to support the language of bilingual children.

York House Childcare will work in partnership with parents/carers and will challenge any anti discriminatory behaviour or language from children or adults.