



EQUALITY POLICY

We are committed to a policy of equal opportunities, for every child at Little Hens Childcare. The ENCO is Hannah Underwood.

The aim of this policy is to ensure that this commitment is maintained and improved through routine anti-bias practice and multi-cultural provision and that the effectiveness of inclusive practice that promotes and values diversity will be continually monitored, reviewed and evaluated. British Values are embedded in our provision which supports The Prevent Duty, June 2015. This sets out the need for everyone to live in safe, welcoming communities where they feel valued and they belong. The values are universal aspirations for equality being defined as; democracy, rule of law, individual liberty and mutual respect with tolerance for those of different faiths and beliefs. We actively seek to improve outcomes for all children in order to narrow any attainment gap identified. Our inclusive ethos supports and identifies the cultures for TCK's (third culture kids). These are children who grow up in a different culture to that of their parents but who also don't identify with the country they live in. These children need a sense of belonging and have confidence in themselves as individuals.

GENDER/RESOURCES

- * Toys and activities which tend to have a gender stereotype (dolls, cars etc.) will be available, and offered to, both boys and girls equally.
- * We will invest in books, puzzles and pictures which depict non-stereotypical adult roles.
- * Remarks like "men are doctors, ladies are nurses" will be tactfully challenged and discussed with the children.
- * Pictures of men and ladies doing each other's jobs will be shown to the children (ladies as firefighters etc)
- * We acknowledge that either parent may be a child's primary care-giver and fathers will be made welcome at Happy Hens Childcare.

RACE, CULTURE, LANGUAGE AND RELIGION

- * We will encourage positive attitudes, in both children and adults, towards people of different ethnic origin and raise awareness of other cultures and languages.
- * We will invest in materials which illustrate the beautiful diversity of skin and hair colour, clothes and homes etc. found around the world.
- * We will, to the best of our ability, accommodate within Happy Hens Childcare the particular needs of any family whose culture, language or religion are different from the majority.
- * When necessary we will seek the services of an interpreter to overcome communication difficulties and have written material translated into appropriate languages for families who do not read English.
- * We will aim to have a free exchange of information with families of all children in order to broaden the group's knowledge and understanding of all our children's cultures and beliefs.
- * Racist statements/comments will be recorded and forwarded to the Early Years and Childcare Services for monitoring/actioning.

ABILITY

- * All children are welcome at Little Hens Childcare and entitled to be cared for by consistent people who know them well and understand their needs.

- * All children will be given equal opportunity to play with and use any equipment available, adjusting provision and providing support to accommodate particular needs if necessary.

- * Children's awareness and understanding of sensory impairment and disability will be raised through practical curriculum activities.

- * Children are entitled to contribute their own thoughts, feelings and ideas and respected for the choices and decisions they make.

- * We will work closely with families and other agencies to ensure that the particular needs of children can be met within the setting wherever possible, with regularly updated record keeping for each individual child.

- * We will follow the 'Code of Practice (2015)' to identify, assess and provide for the special educational needs of any child about whom concern is expressed. See our policy on 'Children with Special Educational Needs'. SENCo for the setting is Jeanette Fenn.

- * For further information see Equalities in Early Years & Childcare at www.cambridgeshire.gov.uk/eyc