

**Howe Dell Day Care**

**Equal Opportunity Policy**

**Policy adopted in August 2007, to be reviewed May 2026**

**Aim**

Our aim is to ensure we provide a safe and caring environment, free from discrimination, for everyone in the community. Parents (The term 'parent' implies any person or body with parental responsibility such as foster parent or carer)




We will promote, reflect and celebrate cultural diversity. To achieve this, we encourage the active involvement of all partners, stakeholders and users of the site.

**Procedure**

We will ensure that our service is inclusive in meeting the needs of all children. We will ensure we are open and available to all children and families in the local community.

All children and families will be welcomed. There will be no discrimination on the grounds of age, disability, ethnicity, race, gender, gender identity and reassignment, sexual orientation, pregnancy, maternity (including breastfeeding), religion and beliefs. Gender reassignment, marriage, and civil partnership as outlined by the Equality Act 2010, Public Sector Equality Duty.

The setting has due regard to the need to:

-  Eliminate unlawful discrimination, harassment and victimisation
-  Advance equality of opportunity
-  Foster good relations

Our curriculum and commitment to education for sustainable development encourages children to develop positive attitudes towards themselves as well as people who are different from themselves. It encourages children and families to respect and value diversity locally and globally.

Every child will be treated as an individual and all staff will ensure that every child is given the opportunity to develop their own skills, knowledge and self-esteem.

We will differentiate our curriculum to meet all children's needs, including children with special educational needs. Please refer to our Special Educational Needs Policy.

We ensure that children learning English as an additional language have full access to the curriculum and supported in their learning. We support children to develop their home language in play and learning.

We understand that discrimination and prejudice can have an effect on the well-being of children and can affect their learning and attainment. We are committed to anti-discriminatory practice and to promote equality of opportunity and value diversity for all children and families.

We welcome all users to share their knowledge and resources to support staff and children to recognise the cultural diversity of our society.

We will provide a secure and accessible environment in which all children can flourish and in which contributions are considered and valued.

We will include and value the contribution of all families to our understanding of equality and diversity. We will provide positive non-stereotyping information about gender roles, diverse family structures, diverse ethnic and cultural groups and disabled people.

We will make reasonable adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory.

We will endeavour to challenge any offensive behaviour, language or attitudes to discriminative practice. We reflect the diversity of our society in our promotional materials.

We ensure that all parents are made aware of our Equal Opportunities policy.

Staff will encourage every child and adult to respect and value others. We will encourage and support staff to be positive role models by displaying respectable behaviour, language and attitude. We will ensure all staff are aware and understand the Equal Opportunity Policy and how it relates to all aspects of work. We will ensure all staff receive appropriate and relevant training.

Staff will support all users of the Day Care to celebrate and express their cultural and religious identity by planning and implementing a range of activities and events that will promote the cultural diversity of our society.

Staff will help all children to celebrate and express their cultural and religious identity by planning and implementing a range of activities and equipment that will promote the cultural diversity of our society.

Staff will not tolerate any remarks or behaviour from other staff, children, parents, partners, carers or other visitors that is in any way discriminatory. We will challenge and eliminate discriminatory actions and make inclusion a thread that runs through our setting.

We will ensure all staff are aware and understand the Equal Opportunity Policy and how it relates to all aspects of work.



When employing staff, applicants from all backgrounds are welcome and posts are open to all. We may use exemption clauses in relevant legislation to enable the service to best meet the needs of the community. Posts are advertised and all applicants are judged against clear and fair criteria. The applicant who best meets the criteria is offered the post, subject to references and Disclosure and Barring Service checks.

We will liaise with outside agencies where appropriate to help meet an individual's particular need. We work in partnership with parents and Hertfordshire catering to ensure medical, religious and cultural dietary needs are met. Please refer to Howe Dell Day Care Food and Drink Policy.

Please refer to our Equality Scheme.