



Equality and Diversity Opportunities Policy



We actively promote equality of opportunity and anti-discriminatory practices for all children. We will make sure that we treat all children with equal concern and respect.

Promoting Inclusivity and Valuing Diversity

- **Empowering Children:** Ensure every child feels valued and has a positive self-image.
- **Equal Access to Learning:** Provide equal opportunities for all children to engage in learning activities.
- **Adapted Environments and Resources:** Modify the setting and materials to support diverse learning needs, physical abilities, and sensory requirements.
- **Curriculum Adaptations:** Offer a curriculum that accommodates different learning styles, interests, and developmental needs, recognizing individual preferences and approaches, such as gender differences and the use of schemas.
- **Curriculum Differentiation:** Tailor the educational program to address the special educational needs of children.
- **Diverse Resources:** Use materials that represent a wide range of communities and cultures.
- **Avoiding Stereotypes:** Select resources that do not perpetuate stereotypes or include negative imagery.
- **Celebrating Festivals:** Acknowledge and celebrate various cultural and religious festivals.
- **Mutual Respect and Tolerance:** Foster an atmosphere of respect and understanding among children.
- **Addressing Discrimination:** Teach children that discriminatory remarks or behaviours are unacceptable.
- **Inclusive Curriculum:** Ensure that the curriculum accommodates children with special educational needs and disabilities.
- **Supporting English Language Learners:** Provide assistance to children who are learning English as an additional language.

Valuing Family Diversity

- **Welcoming Diverse Family Backgrounds:** Embrace the variety of family structures and work collaboratively with all families.
- **Family Involvement:** Encourage children to share experiences from their daily lives and invite parents/carers to actively participate in the nursery's activities.
- **Inclusive Communication:** Develop strategies to include families who speak languages other than English, ensuring their full participation.
- **Flexible Payment Options:** Offer a payment system that accommodates families with different financial circumstances.

Approach to Food

- **Partnership with Parents:** Work together with parents to meet the medical, cultural, and dietary requirements of each child.
- **Cultural Awareness in Eating Practices:** Educate children about various foods and cultural approaches to eating, respecting the differences and preferences within the group.

Towards Staff Members

Our policy emphasizes the importance of mutual respect and tolerance from parents and carers toward our staff members. We are dedicated to ensuring that our staff feel supported, valued, and respected by all members of our community. Discriminatory remarks or behaviours directed at staff are unacceptable and will be addressed swiftly and appropriately. By fostering an environment of respect, we can build a positive, inclusive community that benefits everyone involved staff, parents, carers, and children alike.

This policy was adopted by	Teddy Bears Childcare
Policy Created	28/11/2017
Last Reviewed	24/10/2024
Name and role of signatory	Leahna Welch (Deputy Manager)