**EQUAL OPPORTUNITIES POLICY**

**NMS Regulation Standard 16**

It is the policy of LittleCwtch Childminding to be fully committed to the active promotion of equality of opportunity and anti-discrimination practice for all children involved in my provision. It has been prepared to comply with the setting’s obligations under the Equality Act 2010. My setting is open to all children and families. I recognise the importance of children’s rights and will support them to reach their potential as individuals and I also recognise the seven core aims of the Welsh government that’s are based on the UNCRC.

(<http://wales.gov.uk/topics/equality/equalityactatwork/equalityact10/?lang=en>).

The points referred to in this policy are those covered by the Equality Act 2010, namely:

* Age
* Sex
* Race
* Disability
* Religion and belief
* Pregnancy and maternity
* Sexual orientation
* Gender reassignment
* Marriage and civil partnership

I am committed to prevent and eliminate any unlawful discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010 and the setting’s ethos, behaviour policy and practice.

This policy should be read in conjunction with the following:

* Statement of purpose
* Sample contract and registration form
* Admissions, arrivals and collections (including failure), settling in and lost or missing child
* Parental involvement
* Medication
* Behaviour Management/Anti-bullying Policy
* Child protection Policy
* Additional Needs Policy

**AIMS AND OBJECTIVES**

* Operate an inclusive admissions policy.
* Recognise and celebrate individuality and the diversity of the community and to show appropriate respect for everyone.
* Challenge discrimination, personal prejudice and stereotypical views on equality issues whenever they occur
* To seek to ensure that all children have equal access to resources, facilities and activities are arranged and available for use by children.
* Provide opportunities for children to explore, value and acknowledge similarities and differences between themselves and others, and learn about the impact of discriminatory remarks and behaviour.
* Operate an effective participation policy.
* I will continue to strive to prevent and eliminate all forms of racism and racial discrimination.
* I intend to provide an environment which allows disabled children full access to all areas of the setting.

I will take any allegations of discrimination very seriously and is committed to investigating them properly and fairly under its Complaints Procedure.

My business always provides toys and activities that reflect the wider community we live in. There will be a number of different coloured toys/resources available for the children to pick freely as to what they wish to play with. There will be no gender stereotyping during play time and all resources will come in a number shapes, sizes, colours and materials.

**Advertising the Provision**

Everyone in the community will have access to information about my childminding business. This will be via social media and the LittleCwtch website. Information posters will be displayed in public areas appropriate to families.

**Children**

All children will be respected and their individuality and potential will also be recognised, valued and nurtured. I will value and respect different racial origins, religions, cultures and languages in a multi-ethnic society. At no point will a child ever be discriminated against for any disability, sexual orientation, age, class, family status and HIV/Aids status. I accept children with special needs and will have access to my provision wherever possible. I intend to help children understand multi-cultures and religions and learn to there by respect them. Activities will be offered giving the children opportunities to learn about these cultures, religions and also to help them feel good about themselves and others, exploring the similarities and differences between themselves and others.

Any discriminatory remarks or behaviour will be challenged and children will be encouraged in understanding the effects such behaviour can cause.

I will aim to help each child feel valued, good about themselves and others by celebrating the differences which make us all unique individuals. A number of celebrated cultural days will be explored, spoken about and celebrated during the annual year. For example, st Patrick day, Chinese new year. I will encourage children to follow their religious and cultural beliefs, including how and where children would be able to pray. This information will be provided by the parent/carer when the child attends the setting and will be put into the child’s personal file.

**Parents Role**

Parents are encouraged to be involved in contributing towards respecting the differences in families, their language and culture.

Date: 10/03/2022

By: Position:

Date of planned review: