

Equal Opportunity and Diversity Policy
December 2008

Link to EYFS 1.2 Inclusive practise

I am committed to providing a service where each child is treated as an individual and with equal concern. In my provision of the childminding service, I will consider the whole child including his/her stage of development, capabilities as a learner, individual needs (e.g. for a particular diet, home language), home routine, state of health, likes/dislikes, physical strength and abilities, past experiences etc. Every individual will be helped to reach their potential and I will not discriminate against racial origins, cultural or social background, gender or special needs. My intention is to provide opportunities for all children so that they can learn, develop, progress and achieve and go on to grow into capable, fulfilled and happy adults.

I aim to create a childminding environment which shows all children that they are welcome in my home whatever their gender, skin colour, traditional or cultural background, family background or disability. I will endeavour to use materials and display images of girls, women, boys and men of a range of ages, people of various racial origins and cultural/religious groupings, various family groupings, disabled people. I will try to show children different cooking equipment, ingredients and clothing used in various cultures ie Chinese new year etc.

In order to help children feel that they are welcome in my home and that they "belong", I display their pictures on the door as a sense of belonging for your child.

I will also try to provide positive images of a wide range of people taking responsible, challenging and influential roles and men (as well as women) in caring, domestic and creative roles. These images will help to show children the range of roles open to them as they grow up whatever their colour, gender or disability.

Policy Completed by Jo Gilmour

Policy Review Date: December 2009

Parent signature and date

