



## Equal Opportunities Policy

We make sure that we actively include all children and their families within our practice.

We welcome all children to our setting regardless of their needs (providing we can meet them), race, cultural, social or any other background.

We provide a wide range of and enjoyable opportunities for each child to learn and develop to their full potential. We provide, and make sure that all children have access to, open ended toys, materials and other resources which allow children to play out any ideas or experiences they might be mulling over. It allows them to bring out, to 'digest' and to make sense out of any issues the children might be facing.

If there was a case of discriminatory language of behaviour, we would pay close attention to it and respond accordingly. We would be careful not to aggravate the situation by extreme reaction. Sometimes children say discriminatory statements because they elicit a strong reaction, but do not understand what they are saying. We would encourage positive disposition by reiterating statements like "Everyone is welcome in kindy", we would focus on what we have in common and create opportunities for children in question to spend time working on something together, we would include a healing story into our story time. If after that we needed further action, we would speak with the parents and seek advice from outside agencies.

We will work closely with parents and other agencies where appropriate to ensure individual children's needs are met.

We will ensure that our business documentation, policies and documents are accessible to all.

We will promote self esteem and appreciation of others by celebrating the differences which make us all unique.

We will regularly review our risk assessments to ensure accessibility and reasonable adjustments are made.



We challenge racist and other discriminatory remarks, attitudes and behaviour from all children and adults with whom we have contact.

We are aware of all legislation and existing codes of practice produced by the Equality and Human Rights Commission and under the Equalities Act 2010.

We will regularly review, monitor and evaluate our practice and keep up to date by attending relevant training (Local Authority training and Waldorf Early Years training). We have a weekly staff meeting where all staff attend, and further pedagogical meetings throughout the week. We also have monthly Early Years meetings where all staff including outreach staff (eurythmist, parent and child facilitators, doctor, rhythmic masseur, and Emerson trustee) attend.