

# Equality of Opportunities

## Policy

I actively promote equality of opportunity and anti-discriminatory practices for all children. I make sure that I treat all children with equal concern and respect. Working within the EYFS I strive to ensure that all children and young people achieve Every Child Matter outcomes (ECM)

- I use observations and planning to meet individual needs of each child, so that they learn and develop to their full potential. I take into account each child's age and stage of development, gender, ethnicity, home language, and ability.
- I challenge racist and discriminatory remarks, attitudes and behaviour from the children in my care and other adults.

### Special Educational Needs

- I respect the Disability Discrimination Act 1995 and Special Educational Needs and Disability Act 2001
- When a child has or needs an Individual Learning Plan (IEP) I will work with other professionals to achieve the best outcome for that child.
- When I need advice on the best way to meet needs of a child I speak to my Special Educational needs Coordinator Laraine Spragg.

### Admissions

- I allocate places to children based solely on availability at the times of day/ week required by the parents/carers.
- I value and respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping. I will also not discriminate against children on the grounds of disability, sexual orientation, age, class, family status, and HIV/Aids status.

My only reasons for refusing to admit a child, would be: If it needed me to exceed the adult child ratios set out in EYFS, or: If, after a trial period, I judged the combination of children at any particular time, to be unsafe for myself or the children.