Equal Opportunities Policy

All children in my care are treated as an individual and with equal concern and respect. My service is open to all children and families. I recognise the importance of children’s rights and I support them to reach their potential as individuals. I recognise the seven core aims of the Welsh Government which are based on the UNCRC (United Nations Convention on the Rights of the Child)

I show no discrimination on the ground of race, ethnic or national origin, colour, cultural background, language, religious belief, nationality, gender, parental status, sexual orientation, disability, age, class, health status, and on any other grounds.

If I hear a child or adult making a racist or discriminatory remark, or I witness racist or discriminatory attitudes or behaviours in my setting I will challenge these and explain why we treat people equally using appropriate language for the ages of the children.

I will ensure that the child record form contains all the relevant information regarding cultural, religious or ethnic needs.

I provide multicultural toys and activities relating to cultural and religious needs to help the children in my care to develop a sense of their own identity and culture so that they can learn about people who are different from themselves and to respect and enjoy those differences. These toys and activities will consider each child’s age and stage of development, gender, ethnicity, home language and ability.

Every child will receive equal chances to learn and develop. To this end I provide a wide range of toys and activities and each child is free to choose what they would like to play with, without prejudice from the adults.

This policy was designed by Little Rosebuds with regard to the following legislation.

**The National Minimum Standards for regulated Childcare for children up to the age of 12 years**

* Standard 4: Each child’s individual needs, including any special educational needs and disabilities, are planned for and provided for
* Standard 16: All children are treated with equal concern and respect.

**Additional Learning Needs and Education tribunal (Wales)Act 2018**

**Additional Learning Needs code for Wales 2021**

**The United Nations Convention on the Rights of the Child (UNCRC)**

* children take an active part in their own care needs and decision making.

**The Anti-Racist Wales Action Plan**

**Further reading for parents**

* <https://gov.wales/additional-learning-needs>
* <https://darpl.org/> DARPL – Diversity and Anti-Racism Professional Learning

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| Date this document was last updated – | 14/10/24 – added in references  |
| Dates reviewed – | ~~14/10/24~~, ~~25/02/25~~, 14/06/25 |
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