

Mel Andrew Daycare Equality, Diversity and Inclusion policy

Policy statement:

I will make sure that I actively promote equality of opportunity, anti-discriminatory practices for all children and be as inclusive as possible. I will make sure that I treat all children with equal concern and respect.

Procedure (how I put the statement into practice)

I recognise and welcome all legislation and existing codes of practice produced by appropriate commissions, for example the Equality and Human Rights Commission. This policy explains my aim to promote the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

I aim to be an inclusive setting and will actively seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children and their families. I make this reality through the attention I pay to the individual, and groups of children and their families:

Girls and boys

Minority ethnic and faith groups

Children who need support to learn English as an additional language

Children with special educational needs

Able, gifted and talented children

Children who are at risk of disaffection or exclusion

Family composition

Mental health

Age

Sexual orientation

Social background

I aim to provide equal chances for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language, and ability.

I provide, and make sure that all children have access to, a range of books, puzzles and other toys which provide positive images and examples of the diversity of life in our society.

I challenge racist and discriminatory remarks, attitudes and behaviour from the children in my care and other adults.

I will encourage the children in my care to learn more about their own culture and to find out about the culture and religions of other children. We do this in a fun way through sharing books, activities, talking about cooking and eating some food from around the world and celebrating special festivals. Parents are encouraged to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.

I will always help children to feel good about themselves and others by celebrating the differences which make us all unique. Children will be encouraged to develop a healthy respect of each other's differences and to value everyone as an individual.

Childminder's name	Melanie McKenna
Childminder's signature	
Date	29/10/2009

Date policy was written	29/10/09
This policy is due for review on the following date	Reviewed 29/9/10 and Inclusion policy part added
Next review September 2011	Reviewed 24/10/2011
Next review due October 2012	