



Hullbridge Childminders  
07484684441  
Madkidzcc@gmail.com

## Equality and Diversity Policy

Michelle Streeter - 2726829

Sandra Maynard - 2733094

In line with recent legislation e.g., Equality Act 2010, Children and Families Act 2014 and SEND Code of Practice: 0 to 25 years, we give all children in our care the opportunity to reach their full potential, regardless of their gender, race, culture, social background, religion, language or ability. Sometimes this means adapting an activity to the child's ability and stage of development, providing additional resources or giving one child more attention and support than others during a particular activity or routine. We offer an inclusive service where every effort is made to include children with additional needs. Individual programmes are developed, with the aid of parents, to maximise children's opportunities within the setting.

### **We will promote equality and diversity through:**

- The curriculum and resources
- Be prepared to make changes to ensure an inclusive service
- Celebrate diversity, recognise and respect individual difference.
- Recognise achievements and aspirations of all children and encourage children to recognise each other's achievements and aspirations.
- Display a range of positive images that reflect the diversity of the community.
- Create an environment that is child friendly and promotes choice.
- Encourage any child to take part in any activity and challenge participation based on stereotyping.
- Listen to children's views and involve children in problem solving.
- Ensure parents' and carers' concerns are taken seriously and dealt with quickly.
- Be a good role model.
- Encouraging children to respect others.
- Value children's opinions and encourage children to value others.

For children whose home language is not English, we will take reasonable steps to provide opportunities for children to develop and use their home language in play and learning. Additionally, we will ensure that children have sufficient opportunity to learn and reach a good standard in English language. When assessing communication, language and literacy



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skills, we will assess the children's skills in English. If the child does not have a strong grasp of English, we will try to explore the child's skills in the home language with parents.

We oppose discrimination against any child, person or family on the grounds of racial, ethnic origin, colour, cultural background, language, religious belief, nationality, gender, marital status, sexual orientation, disability, health status or social class. We will challenge any remarks we feel are inappropriate.

We encourage the children in our care to learn more about their own culture and to find out about the culture and religions of other children. We do in this in a fun way through sharing books, colouring sheets, visiting places of interest, cooking and eating food from around the world and celebrating special festivals. We provide resources to expand this. We encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.

We encourage parents to share with us any festivals, special occasions or artefacts, which may enhance the children's learning and understanding.

We will review, monitor and evaluate the effectiveness of inclusive practices through activity planning and reviewing.

We will keep up to date with current and new legislation.

We will regularly review our service with the help of parents.

If you have any concerns regarding this policy, please discuss them with me.

Further information:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2014/6/contents>

<https://www.gov.uk/government/publications/send-guide-for-early-years-settings>