



CHRIS'S CHILDCARE CENTRE

POLICIES AND PROCEDURES

I give all children in my care the opportunity to reach their full potential, regardless of their gender, race, culture, social background, religion, language or any disabilities. 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.

I will promote positive images/examples to develop equal opportunities through:

Play and toys.

Food and meals.

Marking festivals and special occasions.

Being a good example.

Encouraging children to respect others.

For children whose home language is not English, I will take reasonable steps to provide opportunities for children to develop and use their home language in play and learning. Additionally, I will ensure that children have sufficient opportunity to learn and reach a good standard in English language. When assessing communication, language and literacy skills, I will assess the children's skills in English. If the child does not have a strong grasp of English, I will try to explore the child's skills in the home language with parents.

I 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. I will challenge any remarks I feel are inappropriate.

I 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 in this in a fun way through sharing books, colouring sheets, cooking and eating food from around the world and celebrating special festivals. I provide resources to allow this. I encourage the children to develop a healthy respect of each other's differences and to value everyone as an individual.

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

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

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

Policy Reviewed Date: 31/01/2025.



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Policy Statement:

Chris's Childcare limited is committed to offering a fully inclusive service. We aim to meet the needs of the children and staff, especially those relating to their ethnicity, social and economic background, gender, ability, or disability.

We are committed to anti-discriminatory practice to promote equality of opportunity and value diversity.

We will not tolerate discrimination, harassment, bullying, victimisation or abuse of staff or any people using our service.

Chris's Childcare Limited Will:

- Provide a secure and accessible environment
- Ensure inclusion is a thread that runs through all the activities.
- Value the contribution of all families to our understanding of equality and diversity.
- Provide positive, non-stereotyping information about gender roles, diverse ethnic and cultural groups, and disabled people.
- Improve our knowledge and understanding off issues relating to diversity and equality of opportunity through training and education.
- Share our Equality and Diversity Policy with staff during the induction process.

Admissions:

When taking admissions, we do not discriminate and make all fair attempts to consider any adjustments necessary where we can. We do not discriminate against a child or their family, or prevent entry to the setting, basis of colour, ethnicity, religion, or social background.

All parents, staff, students, and visitors can access our Equality and Diversity Policy.

We do not discriminate against a child with a disability or defuse a child entry to the setting for reasons relating to disability. We also develop an action plan to ensure that children and families with disabilities can participate successfully in the service we offer.

We act against any discriminatory behaviour.

Complaints will be dealt with using the guidelines set out in our complaints policy.



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Curriculum:

We follow the Early Years Foundation Stage Curriculum and encourage children to develop a positive self-image. We also encourage children to value and respect people who are different from themselves.

Environment:

Our environment is as accessible as possible.

If access is found to treat disabled adults or children less favourably then we will make reasonable adjustments to accommodate those needs.

At Chris's Childcare Limited we:

- Make children feel valued and able to share stories of their everyday home life.
- Encourage parents/carers to be involved.
- Ensure children have equality of access to learning to ensure each child receives the widest possible opportunity to develop their skills and abilities.
- Positively reflect the widest possible range of communities in our choice of resources.
- Have a multicultural approach to curriculum planning.
- Create an environment of mutual respect and tolerance.
- Differentiate the curriculum to meet children's special educational needs.
- Ensure children learning English as an additional language have full access to the curriculum and are supported in their learning and in the development of their home language.
- Support parents/carers for whom English is a second language and adapt our communication methods to ensure their full inclusion.
- Offer information regarding sources of financial support, early years education grant and voucher systems.
- Help children (in an age-appropriate way) to understand that discriminatory remarks are hurtful and unacceptable.

Food:

- We work in partnership with parents/carers to ensure that medical, cultural, and dietary needs of children are met.
- We help children learn about and experience a wide range of food, about cultural approaches to mealtimes and eating, and encourage children to respect differences in these areas.



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RECRUITMENT/EMPLOYMENT

- All posts are advertised both internally and externally and all applicants are judged against explicit and fair criteria.
- All applications are welcome from all backgrounds.
- The applicant who best meets the criteria is offered the post, subject to references and check by the Criminal Records Bureau/Central Register.
- We will take whatever positive action is required where it can be shown that under-representation of any particular group has occurred in recruitment. Where appropriate, and legally permissible, employees, from under-represented groups will be given training and encouragement to promote equality and diversity within.
- All job descriptions include a commitment to reading and upholding our Equality and Diversity Policy.
- We update and monitor our recruitment procedure to ensure it is fair and accessible.
- Room leaders will act and react towards employees in a manner which respects their dignity and upholds the principles of this policy. They shall work to ensure that under their management and supervision act in a similar way in their relationships with each other.
- We regard discrimination, harassment, abuse, victimisation or bullying of staff, children, families, or any others in the course of their work as disciplinary offences that could be regarded as gross misconduct. Condoning such behaviour could also be treated as a disciplinary offence.
- Our Grievance and Disciplinary Policies will be used to deal with any complaints about discrimination, harassment, or bullying involving staff.
- As well as disciplining the perpetrators, we will give appropriate support to the victims of discrimination.

Training:

- Staff are made aware of our Equality and Diversity Policy as part of their induction.
- We encourage staff to develop anti-discriminatory and inclusive practices.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.

Monitoring and Reviewing:

- It is the responsibility of the lead practitioner to implement, monitor and evaluate this policy.
- To ensure our policy remains up to date, and our procedures remain effective, this policy will be reviewed annually.
- This will ensure that at Chris's Childcare Limited we are promoting equality and inclusion and are valuing diversity.

Review date: 14/04/2023 31/01/2025 01/10/2026