



Anne Riggs Childcare

anneriggschildminding.co.uk

Looking after generations of
Plymouth's children since 1989

Equality Policy

Reviewed March 2016

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

I recognise and welcome all legislation and existing codes of practice produced by appropriate commissions, for example the Equality and Human Rights Commission.

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 or their families on the grounds of ability/disability, sexual orientation, age, class, family status, mental health, HIV/Aids status or families who need support to learn English as an additional language.

I give all children in my care the opportunity to learn and develop to their full potential, taking into account each child's age, stage of development, gender, ethnicity, home language, and ability. Sometimes this means adapting an activity, providing additional resources or giving one child more attention and support than others during a particular activity or routine.

I hold discussions with parents before their child starts at my setting, to establish their concerns about their child's specific emotional, medical, cultural or religious needs. I will continue to discuss any concerns with the parents/carers of the child and plan how best to meet the needs of their child.

Where necessary I will seek written permission of the parent/carer to involve other outside agencies e.g. health visitor or early years advisor worker in order that I may provide the best possible support for the child to enable them to reach their full potential.

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 hold a discussion with parents before their child starts at the setting, to establish their concerns about their child's specific emotional, medical, cultural or religious needs. I continue to discuss any concerns with the parents/carers of the child and plan how best to meet the needs of the child.

I seek written permission from a parent/carer to discuss with/involve outside agencies e.g. health visitor, Early Years advisor or Trio childcare support worker in order that I may provide the best possible support for the child.

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 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, activities, cooking and eating food from around the world and celebrating special festivals.

I will always help children to feel good about themselves and others by celebrating the differences which make us all unique.

Childminder: Date: