

Equal Opportunities

Statement of Intent

Principles

The UN Convention on the Rights of the Child (1991) states:

“It is the State’s obligation to protect children from any form of discrimination and to take positive action to promote their rights”.

Principles

Precious Children Daycare is committed to promoting equality of opportunity.

We promote equal opportunities through a wide range of policies and procedures which are reflected in the practice of our early years and afterschool setting. At Precious Children we operate a service which encourages social inclusion and respect for diversity. We are committed to promoting equality of opportunity for all children and families who seek to access our service. In order to achieve this, we will implement the following through our policies and procedures:

- Staff will be non-discriminatory and will provide equal attention and care for all children without regard to race, gender, national origin, ancestry or special needs.
- Staff should not develop favouritism or become over involved with any one child.
- Children in the service should be comfortable in the care of any of our staff as staff may cover different shifts on occasion.
- Children should not be made feel isolated or resentful if a staff member favours or overindulges one child over another.
- All children are to be respected and their individuality and potential recognised, valued and nurtured.
- Activities and play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination. Through the curriculum children will be given opportunities to explore, acknowledge and value similarities and differences between themselves and others.
- Any discrimination (language, behaviour or remarks) by children, parents/carers or staff/volunteers is unacceptable in the service.
- Discrimination will be positively challenged by supporting the victim and helping those responsible to understand and overcome their prejudice.
- It is our objective to support and encourage each child in their experience and guide them to embrace their own values and the values of others. These experiences help set the child’s foundations and potentially shape the people they become.



Equal Opportunities Policy

Policies & Procedures

At Precious Children we operate our services which encourages social inclusion and respect for diversity. We are committed to promoting equality of opportunity for all children and families who seek to access our services. In order to achieve this, we will implement the following through our policies and procedures:

- Staff will be non-discriminatory and will provide equal attention and care for all children without regard to race, gender, national origin, ancestry or special needs.
- Staff should not develop favouritism or become over involved with any one child.
- Children in the service should be comfortable in the care of any of our staff as staff may cover different shifts on occasion.
- Children should not be made feel isolated or resentful if a staff member favours or overindulges one child over another.
- All children are to be respected and their individuality and potential recognised, valued and nurtured.
- Activities and play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination. Through the curriculum children will be given opportunities to explore, acknowledge and value similarities and differences between themselves and others.
- Any discrimination (language, behaviour or remarks) by children, parents/carers or staff/volunteers is unacceptable in the service.
- Discrimination will be positively challenged by supporting the victim and helping those responsible to understand and overcome their prejudice.
- It is our objective to support and encourage each child in their experience and guide them to embrace their own values and the values of others. These experiences help set the child's foundations and potentially shape the people they become.

We provide equal opportunities by ensuring that:

Meetings:



Equal Opportunities Policy

Our Centres will convene meetings at a time and venue that enable most parents/carers to attend and to ensure equal access to information and involvement in our Centres.

Language and Information:

- Members of the community are informed of the location and opening times of the Centre through regular advertising and contact
- Information, spoken and written, will be communicated in as many methods as possible.

Access:

Our Centres will endeavour to be accessible as possible, within its limited resources.

The Curriculum:

- All children are to be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment should offer children opportunities to develop in an environment free from prejudice and discrimination.
- Through the proactive use of planning and curriculum development opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources:

All materials are to positively and accurately reflect cultural and racial diversity. These materials should help children to develop their self-respect and respect other people by voiding stereotypes. Boys and girls are to have equal opportunity and be actively encouraged to use **all** activities.

Discriminatory Behaviour/Remarks:

Any discrimination (language, behaviour or remarks) by children, parents/carers or staff/volunteers is unacceptable in our centres.



Equal Opportunities Policy

Discrimination will be positively challenged by supporting the victim and helping those responsible to understand and overcome their prejudices.

Festivals:

We aim to show respect for and awareness of all major events in the lives of the children and families in our Centres and in the wider society. Parents are welcome to share their ideas regarding how events should be celebrated.