# Pendoylan Childcare Equal Opportunities Policy

All staff, children and parents have equal access to the same opportunities that our Childcare offers and are treated with equal concern and respect.

# Aims and objectives

We do not discriminate against anyone, staff or child, on the grounds of their sex, race, colour, religion, nationality, age, ethnic or national origins.

The Equality Act 2010 gives us the framework for this policy. The Human Rights Act 1998, the Welsh Language Act 1993 and the Welsh Language (Wales) Measure 2011, The Employment Equality Age Regulations 2006, are also relevant to this policy.

We promote the principles of fairness and justice for all through the care and education that we provide in our Childcare. We ensure that all children have equal access to the full range of educational opportunities on offer.

We constantly strive to recognise and then remove any forms of indirect discrimination that may form barriers to learning and growth. We ensure that all medical, cultural and dietary needs will be met.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and country, and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

# Anti-racism

It is the right of all children to receive the best care and education our Childcare can provide, with access to all activities. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we would act immediately to prevent any similar

repetition. (Procedures to include speaking with parents, recording the incident in the Incident Book, devising action plan if needed, or filing a ‘My Concern’ incident report to LA).

We endeavour to make our Childcare welcoming to all. We promote an understanding of different cultures through the topics studied by the children, which are reflected in our acts of celebration, and displays of learning shown in the Childcare.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. We will celebrate a variety of religious festivals alongside Christianity. Should anyone at our Childcare be a victim of racism, we will do all we can to support that person in overcoming any difficulties s/he may experience.

# The role of a registered care provider

As a registered care provider we have set out our commitment to equal opportunities in this policy statement, and will continue to do all we can to ensure that all members of the Childcare community are treated fairly and with equality.

We seek to ensure that people with disabilities are not discriminated against when applying for jobs at our Childcare. We take all reasonable steps to ensure that the Childcare environment gives access to people with disabilities. (See Inclusion Policy)

We welcome all applications to join our Childcare, whatever background or disability a child may have.

# The role of the Childcare manager

It is the manager’s role to implement the Childcare’s equal opportunities policy supported by all staff in so doing.

It is the manager’s role is to ensure that all staff are aware of the Childcare policy on equal opportunities, and that they apply these guidelines fairly in all situations.

The Responsible Individual and Childcare Manager ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

The manager promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of Childcare life.

The manager treats all incidents of unfair treatment and any racist incidents with due seriousness.

#  The role of the Childcare practitioner

The Childcare practitioner ensures that all children are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting materials for our environment, practitioners pay due regard to the sensitivities of all members of the room and do not provide material that is racist or sexist in nature. Practitioners strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups, in an age appropriate way.

All practitioners challenge any incidents of prejudice or racism and draw them to the attention of the Childcare manager.

# Monitoring and review

It is the responsibility of the managers to monitor the effectiveness of this Equal Opportunities policy. The managers do this by:

* monitoring the progress of children of minority groups and comparing it to the progress made by other pupils in the Childcare;
* monitoring the staff appointment process, so that no-one applying for a post at this Childcare is discriminated against;
* taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
* monitoring the Childcare’s behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

# Complaints

Any complaints will be dealt with in accordance with our Complaints Policy.

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| Responsible Individual Signature | Date for review |
| *Mrs P M Vaughan* | Autumn 2026 |