



## **Equal Opportunities Policy**

### **FOUNDATION STAGE**

<b>Person(s) responsible for this policy</b>		<b>Head of EYFS</b>	
<b>Last review by</b>	<b>S Dowler</b>	<b>Review date</b>	<b>September 2024</b>
<b>Date of next review</b>		<b>September 2025</b>	

- We welcome children from all ethnic groups, cultures, religions and family groups.
- We welcome children and their families who have English as an additional language.
- We aim to give positive images of other cultures using various methods, including celebrating different festivals and incorporating multicultural play into our themes and activities.
- We provide a good selection of multicultural toys and equipment, pictures and photographs of people from other countries and cultures.
- Parents are encouraged to come and tell stories or sing songs from their own country or in their own language.

#### **Aims**

- That each child should be recognised and appreciated.
- That each child's stage of development is assessed, and appropriate provision made.
- That each child will have access to all activities regardless of ability.
- That gender, disability, race, colour, background, origins will not affect any child's access to the full range of activities and learning opportunities or be used to differentiate such access.

Staff will plan and organise for the different needs of children, enabling all children to develop their skills and knowledge to their full potential, with personal high standards of achievement.

Our Early Years policy of caring:

- for each other
- for other people
- for ourselves
- for our school
- for the environment

is fundamental to the development of good relationships between children and adults; recognising strengths and areas which need to be developed; appreciating what each child is capable of or achieves and being proud of each other and oneself, celebrating achievement, however small. Children's confidence and self-esteem needs to be developed in a positive caring way.

Our policy for equal opportunities encourages adults as well as children. All adults will be welcomed to the school in whatever capacity i.e., parents, carers, visitors, helpers, applicants for jobs and no-one will be discriminated against.

All staff are encouraged to enhance personal development through further training. This policy should be read in conjunction with the school Supported Learning Needs policy and the GDST inclusion policy.