

## **Little Trinity Ltd**

### **Equal Opportunities / Inclusion Policy**

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#### **Statement**

Equal Opportunity is the term given to the means by which we ensure that all children gain equal access to the full range of learning experiences and support appropriate to their needs and aspirations. It involves the systematic removal of all barriers to such access, including stereotyping by race, gender, class physical and intellectual or any other classification. It aims to give children and staff an entitlement to equal outcomes, (NB not the same outcomes) including a right to experience success and regular progress through differentiation and the self-esteem that they generate. This policy runs in conjunction with the EYFS Additional Needs Policy.

Our EYFS aims to demonstrate through its work that it positively values and respects children and staff of all ethnic origins, religions, cultures and abilities.

#### **Aims**

- To ensure that children have equal opportunities for learning and developing.
- To ensure that children have access to accurate information on issues relating to equal opportunities.
- To constantly encourage children to succeed and to progress.
- To develop an aware and well-informed staff team to deal with equal opportunity issues.
- To effectively monitor the progress and development of the equal opportunities policy.
- To demonstrate our commitment to equal opportunities through our practice in order to influence children by example.
- To combat discrimination by dealing with all incidents of a discriminatory nature in an urgent, consistent and sensitive manner aimed at promoting understanding and respect by:
  - Talking to child making remarks about what is acceptable and how unacceptable comments make others feel
- Discuss with parents the situation, so that all parties are able to work together to prevent further situations
- Promote understanding through activities for all children in planning.
- Staff are to be positive role models so children are able to consistently see what is acceptable.
- To recognise that discrimination thrives in a climate of ignorance and prejudice. To improve and increase knowledge by raising awareness of our prejudices and their origins.

## **Objectives**

- To take positive action to provide equal access and outcomes to activities. Children of both sexes are positively encouraged by staff to participate in all activities.
- To take positive action to provide equal access to resources. Toys and equipment will be chosen with the differing needs of children in mind.
- To encourage positive role models through toys and displays. Books will be chosen to meet all the children's ages and abilities and to reflect the many differing lifestyles there are in our society.
- To ensure that information on equal opportunities issues is made readily available to all staff.
- To provide training opportunities for all staff.
- To implement effective monitoring procedures