

## Equal Opportunities Policy

Summertime is committed to equality of opportunity and recognises that people can be subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability caring responsibilities, religious beliefs, age, social class, political beliefs, employment status, union membership, place of residence, or whether they are subject to a long term illness.

It is the policy of Summertime that no job applicant, employee, trainee, volunteer, or service user receives less favourable treatment on any of the issues set out above. The setting manager Cathy White and deputy manager Tash King will monitor Equal opportunities within the setting

Summertime is aware of its obligation to safer recruitment and equality

### **At Summertime we will ensure that:**

- ❖ No child, individual or family/guardian is excluded from the settings activities on the grounds of age, gender, sexuality, class, family status, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all those who wish to work in or volunteer to help have an equal chance to do so.
- ❖ All children are respected and their individuality and potential is recognised.
- ❖ Activities and the equipment offered will give all children the opportunity to develop in an environment free of prejudice and discrimination. Opportunities will be given for children to explore, acknowledge and value similarities and differences between themselves and others.
- ❖ Materials will be selected to develop self respect and to respect other people by avoiding stereotypes in pictures and messages about other people. Resources will be chosen to give children a balanced view of the world.
- ❖ We aim to provide equality of opportunities for children with special needs and their families and ensure no child is disadvantaged for any reason.
- ❖ We seek to prevent sexism and promote equal opportunities for girls and boys, men and women.
- ❖ We aim to achieve and maintain within the framework of the law a workforce which represents as far as practical the composition of the population and recruitment areas including people with disabilities.
- ❖ Discriminatory remarks and behaviour are unacceptable, our response will aim to be sensitive to the feelings of the victims and to help those responsible to understand and overcome prejudices.
- ❖ Action will be taken to monitor and deal with any discriminatory incidents within the setting. The child's key person and SENCo from the setting will be involved in devising such plans and any incidents will be recorded.
- ❖ Summertime will aim to extend children's experiences and knowledge of cultures through using activities based around various festivals and celebrations ensuring that activities reflect the diversity of our society. Activities will be adapted to reflect the child's needs and abilities within the setting.
- ❖ We will aim to meet the needs of every child and their parents/carers treating them as individuals and we will aim to meet all medical, dietary, and cultural needs of each child.

Cathy White  
Manager  
January 2019