



10 Equal Opportunities Policy

It is important to Summertime that equality of opportunity is reflected in and runs throughout all that we do. Summertime is committed to anti discriminatory practice, equality of opportunity and to valuing diversity in our children, families and staff.

Summertime adheres to and welcomes The Children Act 2004, The Equality Act 2010 and all other relevant legislation and existing codes of practice aimed at promoting equal opportunities for all. Every child has the right to equal opportunities in education regardless of race, gender or ability. The staff have a responsibility to teach children to value all members of the community and to begin to recognise, understand and value diversity. Stereotyping on the basis of any characteristic is unacceptable.

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 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
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