

Equal Opportunities Policy

All children and young people at Sandmartins will be seen to be equal and be given equal consideration and respect.

This is also extended to parents, carers, visitors and those within the wider community in accordance with relevant current legislation; including Disabled Persons Act, Race Relations Act and Sex Discrimination Act.

All cultural, racial, religious and non-religious views will be respected whatever age or gender.

The self esteem of each child/young person will be protected and every child/young person will be treated with dignity and encouraged to feel a valued member of the community.

Activities

Materials will be selected to help children and young people to develop in their own way. All resource will give children and young people a balanced view of the wider world and be used to support and enhance their development.

Information will be made clear with all written, sign and spoken language recognised and respected.

Mixed groups will be actively encouraged for all collaborative work.

Festivals

Awareness of festivals celebrated help all children and young people to celebrate and express their cultural and religious identities by providing a wide range of appropriate resource and activities, seeking accurate information where needed.

The setting shall reflect the Multi-cultural Society in which we live.

Medical, cultural and dietary needs will be met and respected. All members will be seen to have a worthwhile contribution. We recognise there are children and young people within the community with special needs and will endeavour to ascertain what part we can play in meeting their needs.

All staff will receive appropriate training.

This policy will be reviewed annually or sooner should the need arise.

Sandmartins will endeavour to challenge any offensive behaviour, language or attitudes with regard to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation or disability.

The Equal Opportunities Policy should be read in conjunction with the following:

Special Needs Policy

Intimate Care Policy

Behaviour Management Policy

This policy was adopted by: Sandmartins	Dated 25.6.15 reviewed 22 nd May 2017 27 th November 2018
Release Authority- Trustees	Signed Val Bowbanks Manager/Trustee
To be reviewed November 2019	Signed Val Bowbanks