



Equal Opportunities Policy

Policy Statement

At The Flower Cottage, we are committed to actively promoting equality of opportunity and anti-discriminatory practices for all children and their families. I am dedicated to treating every child with equal concern and respect.

Procedures (how I will put the statement into practice)

I recognise and welcome all legislation and existing codes of practice produced by appropriate commissions, for example the Equality and Human Rights Commission.

The Flower Cottage values and respects the different racial origins, religions, cultures and languages in a multi-ethnic society. I oppose discrimination against any child, person or family on the grounds of race, ethnic origin, colour, cultural background, language, religious belief, nationality, gender, marital status, sexual orientation, disability, health status, social class or other such factors. I will challenge any remarks that we feel are inappropriate.

I provide equal chances for each child to learn and develop to their full potential, taking into account each child's age and stage of development, gender, ethnicity, home language and ability.

I provide and make sure that all children have access to a range of books, puzzles and other toys which provide positive images and examples of the diversity of life in our society.

I challenge racist and discriminatory remarks, attitudes and behaviour from the children in our care and other adults.

At The Flower Cottage, children will learn about how our differences should be celebrated. They will be encouraged to embrace their own unique qualities and develop a positive image of themselves, as well as their own family and community.

Please ensure you have read and understand the Equal Opportunities policy and procedure.

All policies and procedures are reviewed regularly and updated when necessary.

This policy and procedure has been developed in line with the EYFS welfare requirements and Ofsted guidance, and outlines the provider's responsibility to take all necessary steps to safeguard and promote the welfare of children.

This policy and procedure has been written by **Miss Caitlin Smith**, the Ofsted-registered childminder responsible for the care of children at **The Flower Cottage**, Dudley, West Midlands, DY2 7TQ.