



MELISSA'S CHILDCARE

EQUAL OPPORTUNITY POLICY

In line with the **Early Years Foundation Stage (EYFS) 2014, Requirement 3.67**, and in response to the **SEND Code of Practice**, I am committed to promoting inclusive practice and ensuring arrangements are in place to support all children, including those with special educational needs (SEN) or disabilities.

Commitment to Inclusion and Equality

- I treat every child as an individual, with equal respect, concern, and care.
- I aim to give all children in my setting the opportunity to reach their full potential, regardless of gender, culture, background, ability, or religion.
- Activities and routines are adapted to suit each child's stage of development. This may involve additional resources, modifications to the activity, or providing more focused attention when required.
- No child in my care will face discrimination of any kind. I will actively challenge and address any inappropriate remarks or behaviour.

Promoting Equal Access and Diversity

- All children have access to all toys and resources, unless restricted due to health and safety considerations (e.g., small parts for children under 3).
- I ensure that toys and materials reflect positive images of diversity, including different cultures, abilities, and family structures.
- Resources challenge stereotypical roles and promote the understanding that all careers and activities are accessible to everyone, regardless of gender.

Cultural Awareness and Celebration

- I encourage children to explore and celebrate both their own cultures and those of others.
- We engage in inclusive, multicultural learning experiences such as:
 - Sharing books and stories from diverse backgrounds
 - Cooking and tasting foods from different countries
 - Participating in a wide range of cultural festivals and celebrations
 - Using resources such as multicultural crayons, dolls, dressing-up clothes, woks, and chopsticks

Working with Children with Special Needs

I am proactive in identifying and supporting children with additional needs. My approach includes:

If I suspect a child may have special needs:

- I will record observational notes regarding the child's development and behaviour.
- I will share these observations with the child's parents or carers in a respectful and confidential manner.



- I will discuss the availability of support and explore next steps together.
- All matters will be handled with strict confidentiality.

If I am caring for a child with special needs:

- I will value and support their individuality to help them feel confident and included.
- I will gather information from parents about the child's routine, preferences, and needs.
- I will adapt activities and learning environments to ensure accessibility.
- I will consider and mitigate any risk factors.
- I will access or arrange for specialist equipment where necessary.
- I will encourage the child's confidence, independence, and active participation.

Partnership with Parents and Other Agencies

- I work collaboratively with parents and carers to provide consistent and supportive care.
- I will maintain open communication about:
 - Any agencies involved in supporting the child
 - Equipment or adaptations needed
 - Strategies or advice to support the child's care and development
- I will ensure privacy and dignity for the child, while maintaining appropriate supervision for all children in my setting.

