

**Bright Sparks**

**Childcare**

*Equal opportunities Policy*

**Bright Sparks is committed to providing equal opportunities for all children**

**and their families in line with the Equalities Act 2010.**

**This is achieved by the following:**

* Each child is treated as an individual.
* There will be no stereotyping and all play situations will be aimed at helping the children to gain positive images of themselves and others.
* No children or their families will be excluded from Bright Sparks for any of the following:

Age (except for registration purposes) means, culture, gender sexuality, class, family status, disability, religion, colour, belief, and ethnic origin.

* Children will be encouraged to experience a range of different festivals, stories, celebrations, special foods and clothing from all diversity of life.
* Bright Sparks provides each child with the opportunities to develop in an environment free from prejudice and discrimination and understanding of the differences between themselves and others.
* In the event of a waiting list, admission will be on a first come, first serve basis. This will however be over-ruled if a child is deemed to be in ‘more need’.
* ‘More need’ generally means: 4 years of age with little or no pre-school experience, or a child deemed to be ‘at risk’ or a Social Care referral.
* Bright Sparks will do it’s utmost to gain information either written or spoken in different languages to support children and their families who have English as a second language.
* Staff will familiarise themselves with different cultures, festivals, stories, celebrations, foods and clothing and include this in the curriculum planning.
* Bright Sparks will borrow resources from Plymouth Play Association and Plymouth City Council, when they do not have the necessary resources themselves.
* Bright Sparks has a named, trained ENCO, Amy Weeks, who is responsible for ensuring the equality of opportunity for all the families who use us. Training is updated regularly.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Review date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_