Bright Sparks Childcare

Equal Opportunities Policy

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 who is responsible for ensuring the equality of opportunity for all the families who use us. Training is updated regularly.

Signed: Mandy Coath June 2025   Review date: June 2026