



EQUAL OPPORTUNITIES POLICY

Brighter Futures are committed to equality of opportunity and every member of staff will:

- Treat each child as an individual and with equal concern valuing the children's similarities and differences.
- Give every child equal chances to learn and develop with equal access to any activities or opportunities whilst in the care of Brighter Futures.
- Take into account each child's age and stage of development, gender, ethnicity, home language and any disability. Staff will use appropriate language, vocabulary, activities and play materials appropriate to the needs of each child.
- Encourage children to develop a sense of their own identity and culture. Racist and discriminatory remarks will not be tolerated. Multicultural education will be promoted and family customs and beliefs, diet and dress will be respected. Brighter Futures will provide books, toys, dressing up and play materials that reflect diversity and help children appreciate and value each others' similarities and differences in a positive way. Dance, music and video conferencing both locally, nationally and internationally will be used as ways to introduce and celebrate diversity in a meaningful way.
- Self esteem of children is fostered through enabling all children to feel included and valued at Brighter Futures Children where a happy atmosphere is fostered by warm, caring and positive staff.

Medical, cultural and dietary needs of all children will be met wherever possible and Brighter Futures staff will regularly liaise with parents to ensure that all information concerning children is up to date.

Brighter Futures may be accessed by any child attending Cherry Orchard Primary school and places will be allocated on a first come first basis, with preference given to siblings who are already in attendance at Brighter Futures.

Brighter Futures adheres to equality of opportunity for staff recruitment and retention.