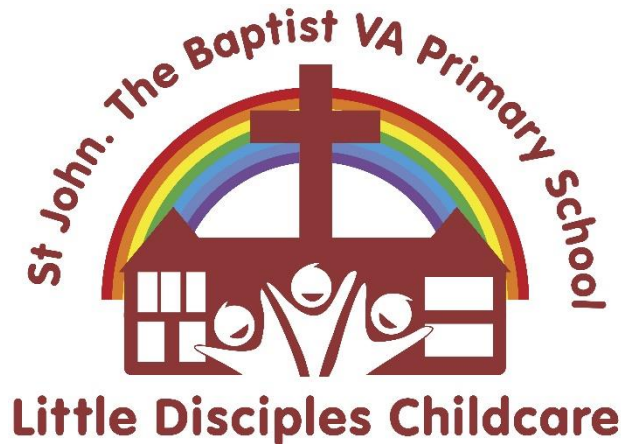


Little Disciples

Childcare



Equal Opportunities Policy

At Little Disciples Childcare our aims and objectives are to provide and develop a reliable, affordable and quality Wrap around care service which includes Breakfast Club, Nursery Plus, Afterschool Club & Holiday Club.

Approved by:	Little Disciples Senior Management Team
Adopted by:	Trustees of the Little Disciples Management Committee
Scheduled review date:	September 2024
Agreed by Person in Charge: <i>Signature & Dated</i>	
Agreed by Responsible Individual <i>Signature & Dated</i>	

Little Disciples Childcare

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Tel: 01244 478920
Littledisciples2015@outlook.com



Responsible Individual: Mrs Anna Stephens
Manager & Person in Charge: Mr Sam Gocher
Care Inspectorate Wales Registration Number: W150003017
Charity Number: 1194380

Equal opportunities Policy

We aim to provide equality of opportunity for all children whatever their age, ability, gender, race, or background. We work to ensure that our expectations, attitudes, and practices do not prevent any child from reaching their potential. We are strongly committed to positive action to remove/counter discrimination in all aspects of our work - in our practice as employers, in the way we work with other organisations, and in all our work with children, families and others.

We recognise that certain groups and individuals in our society can be discriminated against because of their race, colour, ethnic or national origin, nationality, religion or belief or lack of religion/belief, age, gender, physical, sensory, or mental disability, marital or civil partnership status, pregnancy and maternity, social class, sexual orientation, gender reassignment, employment status, and if they are HIV positive.

Our settings policy aims to challenge discrimination in all areas of our organisation including employment, training, and admission to the setting and access to the resources, activities, and facilities available. We aim to ensure that the setting reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work.

We aim to make sure that:

- Both the management committee and the staff try to ensure that the services they provide are accessible to everyone by making reasonable adjustments as necessary/appropriate. All play opportunities are inclusive and guided by the Playwork Principles - <http://www.playwales.org.uk/login/uploaded/documents/Playwork%20Principles/playwork%20principles.pdf>
- This policy will be actively promoted through our decision-making, employment practices, play opportunities and service provision.
- We will strive to monitor the policy's implementation and its effectiveness in line with changes in legislation and guidance.
- All aspects of our Setting aim to reflect the diversity found within society.

We aim to ensure that the setting reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work. We aim to make sure, that both the management committee and the staff try to ensure that the services they provide are accessible to everyone. This policy will be actively promoted through our decision-making, employment practices, play opportunities and service provision. We will strive to monitor the policy's implementation and its effectiveness in line with changes in legislation and guidance. All aspects of our setting aim to reflect the diversity found within society.

Additional Documentation:

<https://www.gov.uk/guidance/equality-act-2010-guidance> (Equality Act 2010)