



## **Equal Opportunities Policy**

At The Wonder Years we are committed to providing an inclusive environment where all children, families and staff are treated with respect and fairness. We aim to ensure that everyone is valued and supported, regardless of their background, culture, beliefs or abilities.

We believe that all children should have equal access to opportunities that support their learning, development and wellbeing.

### **Our Commitment**

We are committed to promoting equality and preventing discrimination based on:

- Age
- Disability
- Gender or gender identity
- Race, ethnicity or cultural background
- Religion or belief
- Sexual orientation
- Family circumstances or socio-economic background

We value diversity and aim to create an environment where differences are respected and celebrated.

### **Children**

We support all children to participate fully in activities and experiences within the setting. Activities and resources are planned to reflect diversity and promote understanding and respect for others.

We will:

- Provide an inclusive curriculum that values different cultures and backgrounds
- Ensure all children have equal access to learning opportunities and resources

- Support children with additional needs to enable them to participate fully
- Promote positive attitudes towards diversity and inclusion

### **Families**

We work in partnership with parents and carers and respect the values, beliefs and cultural practices of all families. We aim to create a welcoming environment where all families feel included and respected.

### **Staff**

We are committed to fair and inclusive employment practices. Staff recruitment, training and development opportunities are provided without discrimination.

All staff are expected to treat children, families and colleagues with respect and to promote equality in their daily practice.

### **Challenging Discrimination**

Any form of discrimination, prejudice or discriminatory behaviour will be taken seriously and addressed promptly. Staff will challenge inappropriate behaviour and support children in learning respectful ways to interact with others.

### **Review**

This policy will be reviewed regularly to ensure that it continues to promote equality, diversity and inclusion within the setting.