

Equal Opportunities

It is important to remember that every child is a unique individual and in order to treat all children with equal concern it is necessary to learn what is of significance and value to each particular child and his/her family. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. Children grow up in diverse family structures that include two and one parent families; some children have two parents of the same sex. Some children have close links with extended families of grandparents, aunts, uncles and cousins.

Blue Penguin is committed to providing high quality care which offers equality of opportunity and are anti racist. We work in accordance with all relevant legislations, including:

- Disabled Persons Act 1958 and 1986
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children's Act 1989 and 2004
- Disability Discrimination Act 1995
- Equality Act 2010
- Special Educational Needs and Disability Act 2001

Blue Penguin will treat all children and staff with dignity, respect and consideration and encourage an environment which promotes equality of opportunity, is free from discrimination, victimisation or harassment.

All children and staff will be included irrespective of gender, age, marital status, sexual orientation, disability, colour, religion and ethnic or national origin.

The aim of Blue Penguin is always to strengthen and nurture a positive self image and identity of children and families from all cultural backgrounds, those who have a disability or have other additional educational needs.

We aim to show respectful awareness of all the major events in the lives of the children and families in our setting, and where possible, in society as a whole, and to welcome the diversity of backgrounds which they come.

Blue Penguin will promote equality of opportunity for all admissions and support the improvement of accessibility for disabled children to the premises and early year's curriculum.

Equipment, toys, visual images, book etc. should reflect and be used in ways that enhance an equal opportunities policy.