

**EQUAL OPPORTUNITIES POLICY****REV: 7 Date: 15.07.2022**

The aims of the policy are:

1. To recognise and respect the rights of all adults and children associated with the service.
2. To promote equality of opportunity throughout the service for children, parents and staff.
3. To ensure that no person is treated less favorably than another on any grounds.
4. To prevent any form of discrimination by developing an effective programmed of action to promote equal opportunities
5. To ensure we fulfill our legal obligations

**ADMISSIONS:**

- Scamps and Scholars is open to all children irrespective of gender, creed, race, colour, social background, religion, disabilities or language.

**FAMILIES:**

Scamps and Scholars recognise that:

- All families should be encouraged to be involved in their children's early education, in whatever way is possible for them.
- The input of all families into decision-making in the centre is valued equally.
- There are many different types of families.
- Children can be loved and cared for in different family settings.

**MEETINGS/INFORMATION:**

- The time, place and tone of meetings must ensure that all families have an equal opportunity to attend and be involved.
- Information, spoken and written will be communicated in as many ways as possible.
- Important notices (i.e. health issues or important events) will be placed on the front door and/or on the section notice boards and/or main road side notice board.
- Each child will have their work available to be brought home through various forums including daily hand outs, yearly scrap books and digital sharing platforms.
- We also have a website ([www.scampsandscholars.ie](http://www.scampsandscholars.ie)) and a face book page to keep you updated on all relevant matters.

**CURRICULUM:**

- Children are valued and supported in all their needs.
- The individuality of each child is respected and nurtured.
- A wide range of activities and play equipment is provided in an environment free from prejudice and discrimination. These should present positive images of children and adults in society.
- Children are encouraged at all times to appreciate similarities and value differences.
- A range of materials should be chosen to reflect cultures, gender and ability difference.
- We operate an emergent curriculum which allows the children in any room to express their interests & the subsequent direction of the room for a period of time.

**SPECIAL & ADDITIONAL NEEDS:**

- The Childcare Centre recognises that all children have needs but some have more needs than others. The special needs of children are acknowledged and taken into account when planning for activities.
- Every effort will be made to meet the needs of children and families using the service and to this end the service will liaise with all relevant agencies e.g. HSE, Brothers of Charity, AIM's professionals etc.
- The Childcare Centre will ensure that the physical environment is appropriate e.g. wheel-chair access, where the physical make up of the facility allows for same as much as is possible.
- The staff will receive training where necessary e.g. sign-language/Lámh.
- A suitable staff/child ratio will be present at all times in line with current legislation.
- We will engage in the Access & Inclusion Model (AIM's) program as operated through the Department of Children Affairs to help achieve the best outcome for children requiring such services.
- We will endeavor to train and have an LINC (Leadership for inclusion) staff member within our service to ensure adequate advocacy for these children with additional requirements.

**FOOD AND FESTIVALS:**

- Children and adults will be encouraged to experience a range of different festivals, i.e. through stories, celebrations, special food and clothing. Appropriate advice and input will be sought from people who celebrate the festival.
- Dietary and cultural needs of children and adults will be met.

**Cultural:**

We welcome diversity in culture amongst the children in the centre and celebrate such multi-culture when and where possible.

We provide multi-cultural representative toys to ensure all children have an appreciation of the differences that each culture presents and celebrate those differences together e.g. multi-cultural dolls.

**APPROVAL DATE:** \_\_\_\_\_

**IMPLEMENTATION DATE:** \_\_\_\_\_

**SIGNED:** \_\_\_\_\_

**(On behalf of the Board of Directors)**