

Equal Opportunities Policy



We believe that it is important to include and welcome all children and families, ensuring that they feel happy, safe and secure at all times.

It is the policy of Willows Day Care Brecon to be fully committed to the active promotion of equality of opportunity for all children and adults involved in our provision. It has been prepared to comply with the setting's obligations under the Equality Act 2010.

Our aims and objectives:

- Recognise and celebrate individuality and the diversity of the community and to show appropriate respect for everyone.
- Recognise the potential of all children and adults who may work, use or visit Willows Day Care Brecon.
- Challenge discrimination, personal prejudice and stereotypical views on equality issues whenever they occur, this includes staff recruitment, employment, and training.
- To ensure that recruitment, employment, promotion and development opportunities are open to all.
- To seek to ensure that, wherever reasonably practicable, all children have equal access to resources, facilities and activities are arranged and available for use by children and their parents/carers.
- Provide opportunities for children to explore, value and acknowledge similarities and differences between themselves and others, and learn about the impact of discriminatory remarks and behaviour.
- Willows Day Care Brecon will continue to strive to prevent and eliminate all forms of racism and racial discrimination.
- Willows Day Care Brecon intends, so far as is reasonable, to provide an environment which allows disabled children full access to all areas of the setting.
- To ensure that each child is treated equally, but as an individual.
- To avoid any discrimination, promoting a positive, warm and friendly environment that all children and families feel equal.
- To ensure the child is reaching their full developmental potential.

Willows Day Care Brecon is committed to prevent and eliminate any unlawful discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010 and the setting's ethos, behaviour policy and practice. Willows Day Care Brecon will take any allegations of discrimination very seriously and is committed to investigating them properly and fairly under its Complaints Procedure.