

QUEEN'S UNIVERSITY BELFAST

Childcare Services

Equal Opportunities Policy

Childcare Services at Queen's are committed to promoting equality of opportunity by providing activities which are open to all children and their families. We aim to ensure that all individuals who wish to work in our group as staff or volunteers have an equal opportunity to do so.

Meetings

Meetings will be convened at a time and venue that enables the majority of parent/carers to attend and to ensure equal access to information and involvement in the group.

Access

Everyone in the community, regardless of religious affiliation, political background, race, culture, linguistic needs, sexual orientation, disability or age has access to our setting.

The Curriculum

- All children are to be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment should offer children opportunities to develop in an environment free from prejudice and discrimination.
- Through the proactive use of planning and curriculum development, opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

All materials are to positively and accurately reflect cultural and racial diversity. These materials should help children to develop their self-respect and respect for other people by avoiding stereotyping. Boys and girls are to have equal opportunity and be actively encouraged to participate in all activities.

Discriminatory Behaviour / Remarks

Any discrimination (language, behaviour or remarks) by children, parents or staff / volunteers is unacceptable in the Childcare sites.

Discrimination will be positively challenged by supporting the victim and helping those responsible to understand and overcome prejudices.

Festivals

We aim to show respect for and awareness of all major events in the lives of all the children attending the group and the wider society. Without indoctrination we aim to acknowledge festivals celebrated by all families within our community and in the wider society through stories, activities, special foods and clothing which reflect the diversity of life.