

EQUAL OPPORTUNITIES POLICY PART 1

At St. Paul's Church Nursery School we believe that all children and adults both need and have a right to feel that they are valued, that their identity is respected and that their school is a safe, welcoming place.

We strive at all times to provide a caring and supportive environment in which harassment, bullying and discrimination are unacceptable; which reflects the cultural and social diversity to which our children belong; which shows girls, boys, women and men in non-stereotypical roles and which supports children with particular learning or physical needs.

The nursery will not tolerate discrimination on any of the following grounds:

Sex	Race
Marital Status	Colour
Disability	Ethnic or national origin
Gender Reassignment/Identity	Sexual Orientation
Age	Religious Belief
Union Activities.	

Specific discrimination is prohibited in the following situations:

- Treating any individual less favourably than others;
- Expecting an individual, solely on the grounds stated above, to comply with requirements which are different to the requirements for others;
- Imposing requirements on an individual which are, in effect, more onerous on that individual than they are on others;
- Any other act, or omission of an act, which, as its effect, places an employee or applicant at a disadvantage against another (or others) purely on the above grounds;

The Nursery commits itself to the immediate investigation of any claims of discrimination.

Any employee, irrespective of seniority, found guilty of discrimination will be instructed to desist immediately. Since discrimination is against the Nursery's policy, any employee offending will be dealt with under the Nursery's Disciplinary Procedure. An employee found guilty of a serious incident of discrimination or repeating any act of discrimination may be dismissed.

The Nursery works in accordance with all relevant legislation, including:-

Disabled Persons Act 1958, 1986	Race Relations Act 1976
Sex Discriminations Act 1975, 1986	Children & Families Act 2014
Disability Discrimination Act 1995	SEND C. of P. (2014)

Employment Equality (Age) Regulations 2006

Employee Equality (Sex
Discrimination) Regulations 2005
Equality Act 2010

In addition, we aim to achieve the following:-

The Children

- Ensure that all children have equal access to all areas, activities, opportunities and the Early Years Foundation Stage within the school.
- Encourage, as appropriate, discussions which challenge statements or instances of prejudice, intolerance and discrimination, and promote anti-racist and equal opportunities perspectives.

Admissions

- Effectively implement our Admissions policy.
- Families who attend are made aware of our equal opportunities policy.
- Ensure that all parents, carers and children feel welcome and involved in school life regardless of their culture, gender, ethnicity, religion, age, social background or ability.

Employment/ Staff

- The Nursery will appoint the best person for each job in relation to our vision statement and will treat fairly all applicants for jobs as well as all those appointed.
- The nursery commits itself to the employment of disabled personnel whenever possible, and will treat such employees in all aspects of their recruitment and employment in exactly the same manner as other employees, the difficulties of the disablement permitting.
- Commitment to implementing the school's Equal Opportunities Policy will be part of the job description for all workers.
- Show our commitment to educate children in understanding, compassion, tolerance and empathy by upholding these values ourselves in practice.
- Be informed and respecting of different races, genders, cultures, and social customs, keep abreast of the implications of research such as suggesting that boys are now more 'disadvantaged' at school than girls and take any steps to redress the balance.
- Respect other faiths whilst adhering to the values, ethics and teachings of the Christian faith.

Festivals

- Children will be made aware of the festivals that are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Before introducing a festival with which the adults in the Nursery are not themselves familiar, appropriate advice will be sought from people to whom that festival is a familiar one.

Resources

- These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.
- Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

- Please see Inclusion – Part 3 of this policy.

Languages

- Information, written and spoken, will be clearly communicated.
- Bi-lingual and multi-lingual children and adults are an asset. They will be valued and their languages recognised and respected in the Nursery.

Food

- Medical, cultural and dietary needs will be met.

This policy was adopted at a meeting of St. Paul's Church Nursery School Committee and is reviewed on a three year cycle in line with the School Development Plan.

Signed on behalf of the Management Committee _____

Signed on behalf of the Nursery: _____ Date _____

Signed on behalf of the Management Committee _____

Signed on behalf of the Nursery: _____ Date _____

Review Date _____

EQUAL OPPORTUNITIES POLICY PART 2

Race Equality

At St. Paul's Church Nursery School:

- We believe that all children and adults regardless of their race, creed or colour should be valued and respected.
- We value the diverse backgrounds of our children, staff and community.
- We aim to work in partnership with parents and the wider community to promote racial equality, good race relations and to tackle racial discriminations where apparent.
- Discriminatory behaviour/remarks are unacceptable in the Nursery. The response will aim to be sensitive to the feelings of the victims and to those responsible to understand and overcome their prejudices.
- We use opportunities as they arise and as appropriate to the individual child, as well of the group, to introduce diverse activities that extend the children's knowledge and understanding of their own and other cultures.

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EQUAL OPPORTUNITIES POLICY PART 3

Inclusion

Within the school we have a variety of children, which may include some very able children and a proportion with special educational needs. Nevertheless we regard every child as an individual and aim at all times to ensure each and everyone is given the maximum opportunity to develop within the school.

Planning for Nursery meetings and events will take into account the needs of people with disabilities.

To ensure inclusiveness we regularly monitor and assess the school's ethos and effectiveness in the following areas of provision:

- **Children** e.g. induction procedures, attainment, education and progress, attendance, relationships with peers and adults, behaviour, opportunity to follow and develop their own strengths and interests.
- **Staff and students** e.g. appointment, induction procedures, interactions with children, communication, teamwork, professional development, partnership with parents and management committee.
- **Parents** e.g. information exchange, partnership with staff, involvement in the children's learning, their welcome within the school.
- **Links with other schools and early years' settings** – e.g. transfer of information between schools, effective communication on transfer and from any feeder settings.
- **Local community** e.g. visitors to the school.
- **Buildings** e.g. accessibility to all current users.

Monitoring and Reviewing of the Policy

We will ensure the effectiveness and meaningfulness of this policy by keeping the curriculum, classroom organisation, learning resources and materials, and the attitudes and behaviour models of the adults in the school under constant review.

St. Paul's Church, St. Paul's Road West
Dorking, Surrey, RH4 2HT
Telephone: 01306 743378
Email: info@stpaulsnursery.org.uk



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