



## Equal Opportunities Policy

### Aim

We believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the early years, and encourage an anti-discriminatory approach to the world in general, and other human beings in particular. We believe that all people should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect.

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
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### Implementation of the policy

**The Headteacher, EYFS Leader, Senior management and Governors must ensure that:**

- We follow our legal responsibilities through the Equality Act 2010.
- the Equal Opportunities Policy is made available to all parents and carers.
- staff, parents and children are involved in the planning and implementation of the policy.
- parents who are experiencing problems with the English language, both spoken or written, are offered support.
- every effort is made to use the child's first language. When this is not feasible we involve other agencies for advice and assistance wherever possible.
- the help of key workers is offered to assist and support families.
- every effort is made to obtain suitable specialist equipment, aids or resources.
- reasonable adjustments are made to the premises to cater for anyone with any form of disability.
- volunteers, local speakers or personalities who reflect the diversity of the local community are invited to visit us.
- parent groups who wish to hold classes/discussion groups on the premises are offered support and encouragement, through the Family Learning Initiative.
- Our SENCOD is Miss Michelle Ganderton

### Our practice

- The Equal Opportunities Policy applies to every staff member, parent, carer and child. Each person is valued as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for.
- Nobody is subjected to discrimination, racist comments or gender bias. Cultural or religious diversity is respected.
- We hold a discussion with parents before their child starts, to establish their concerns about their child's specific emotional, medical, cultural or religious needs. This takes place during the induction process by a Home visit for Nursery children. The parents' contribution is recorded and relayed to other members of staff at the relevant staff meeting.
- We value parents as their children's first educators, and staff work closely with parents to share information, experiences, conversation and quality time, thus promoting positive role models for their children.
- We cater for cultural, religious and medical differences at all snack and mealtimes.

- We celebrate a variety of festivals and special events each year from cultures represented within our community and outside.
- Our curriculum plan takes into account each child's individual route to learning.
- We give the children equal opportunities and equal access to the full range of activities available, including visits and trips.
- We monitor activities on a regular basis to ensure that every child has freedom of choice, time for discovery, and support, when it is necessary.
- During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. Staff ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. We explain why, talk things through and praise positive behaviour.
- We challenge and deal with inappropriate practices and attitudes promptly.
- We record any seriously inappropriate racist or sexist comments made by children and staff, including volunteers and students.

## Staff training

- We take great care to apply the Equal Opportunities Policy when advertising for, interviewing and appointing staff.
- We keep staff informed and updated on new legislation, and train them accordingly. We display information on new national initiatives and Early Years Development and Childcare Partnerships (EYDCP) courses.
- We give the opportunity to attend courses to staff who:
  - have identified an area in which they wish to improve their own knowledge and expertise
  - have been identified through an inspection or Performance management as having a training need
  - want to further their own personal development.
- We expect all staff to behave in a professional manner, follow the above policy and try to be consistent, sensitive and fair. We expect them to challenge others who make inadvertent racist, sexist or insensitive remarks.

## Equipment

- We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities and disabilities and gender in and around Early Years.

## Links, References and Regulations

### Links to other policies

<ul style="list-style-type: none"> <li>• Suitable Person</li> <li>• Organisation</li> <li>• Care, Learning and Play</li> <li>• Physical Environment</li> <li>• Equipment</li> <li>• Safety</li> <li>• Health</li> <li>• Food and Drink</li> <li>• Special Needs</li> </ul>	<p>The legal framework for this policy is:</p> <ul style="list-style-type: none"> <li>• Race Relations Act 1976;</li> <li>• Race Relations Amendment Act 2000;</li> <li>• Sex Discrimination Act 1986;</li> <li>• Children Act 1989; and 2004;</li> <li>• Special Education Needs and Disability Act 2001;</li> <li>• Disability Discrimination Act 1995;</li> <li>• Disability Discrimination Amendment Act 2005;</li> </ul>
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<ul style="list-style-type: none"><li>• Behaviour</li><li>• Working in Partnership with Parents and Carers</li><li>• Safeguarding</li><li>• Documentation</li><li>• Disability Equality Scheme</li><li>• Guidance to promote Community Cohesion</li><li>• CPD</li><li>• Performance Management</li><li>• Whole school Equality Policy</li><li>• Whole School Special Needs policy</li></ul>	<ul style="list-style-type: none"><li>• Human Rights Act 1998.</li></ul>
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