

# Equalities

December 2016

## Policy Statement

At Ronald Openshaw Nursery Education Centre we aim to develop the full potential of those in our care. We will ensure that our service is fully inclusive in meeting the needs of all our children and families. We uphold the nine characteristics of the Equality Act 2010 by ensuring that all users of our services, staff and visitors are treated equally, with dignity and respect, irrespective of:

- Age
- Disability
- Sex
- Sexual orientation
- Gender/ gender reassignment
- Race (including ethnic origin, colour, nationality and national origin)
- Religion or belief (including philosophical belief)
- Marriage and civil partnership
- Pregnancy and maternity

Within the centre staff will provide an environment which promotes the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

We will work to maintain equality for all children, families, staff and visitors within the centre by:

- ❑ Providing a secure and accessible environment in which all can flourish and contributions are considered and valued;
- ❑ Provide positive and non-stereotypical information about gender roles, diverse ethnic and cultural groups and disabled people.
- ❑ Promoting equality, valuing diversity and supporting anti-discriminatory practice

## Responding to Discrimination

Displaying of openly discriminatory and possibly offensive behaviour or material, from children, parents / carers, visitors or employees that undermines self-respect and fundamental British values will be challenged by staff. This includes:

- Name-calling and bullying with regard to ethnicity, religion, colour, gender, sexuality, physical appearance or ability / disability.
- Threatening behaviour.
- Favouritism
- Exclusion

Any such incidents will be reported to the Headteacher who will deal with them promptly and thoroughly and if deemed appropriate, the Headteacher will pass them on the LA for monitoring purposes.

## **Admissions**

As a maintained nursery school our setting is open to all members of the local Newham community and our admissions policy is based on a fair and transparent system.

We do not discriminate against a child or their family by preventing entry to our nursery on the basis of any of the protected characteristics and will actively develop a support plan when entry may need to be facilitated by additional support.

## **Curriculum**

The nursery will offer a well-differentiated early year's foundation stage curriculum to ensure that:

- All children feel valued and good about themselves and those with additional needs are supported appropriately
- All children have equality of access to learning by providing appropriate challenges for lower and higher achievers, recognising different learning styles,
- The setting is accessible to all children and adjustments are made when feasible(see Access Strategy)
- All children can access a wide range of cross cultural, cross gender, multi lingual, sensory and physical development equipment and books that do not promote stereotypical or derogatory images
- All children can value and respect each other's languages, cultures and beliefs and a wide range of festivals and special occasions are celebrated
- The cultural diversity of our neighbourhood is reflected and parents/carers are welcomed to contribute to the curriculum by sharing aspects of their culture through activities such as cooking, storytelling, drama, music and dance
- All children understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Staff and Visitors provide positive role models
- The nursery acknowledges the individual dietary needs of children and respects cultural customs of mealtimes whilst working within a Healthy Eating framework. Children will learn about and develop a respect for cultural differences
- The need for positive action to alleviate disadvantage for target groups is considered in proportion to the aim

## **Diversity in Families**

We recognise the diversity of family lifestyle being experienced by our community and encourage children to share their experiences in a safe and non-judgemental setting. We welcome all families to contribute to nursery life and value diversity as a positive advantage. No child will be victimised for anything done by their parent or sibling.

## **Employment and Training**

We seek to recruit the best candidate for the job and in doing so ensure that:

- All job vacancies are advertised and the recruitment process is fair and transparent.
- Applications are welcomed from candidates of all backgrounds (unless it is a post covered by an exemption clause)
- Candidates are not required to answer health-related questions before job offer
- The application process is monitored to ensure it is fair and accessible
- All references will be requested prior to interview and successful candidates are subject to an enhanced CRB/DBS check and a Disqualification Declaration to support the safeguarding of children
- All job descriptions include a commitment to promoting equality and recognising/respecting diversity as part of their specifications

We seek training opportunities for staff and volunteers that:

- are anti-discriminatory and support inclusive practices
- ensure staff are confident and fully trained in relevant competencies e.g. first aid, medicines, physiotherapy.

## **Monitoring and Reviewing**

The Headteacher has responsibility for implementation of this policy throughout the nursery.

All staff should consider equal opportunities to be their responsibility and should strive to promote the ideals and practices outlined in this policy in accordance with the ethos of this nursery.

To ensure this policy remains effective we will review annually within the nursery's policy review cycle.

Next Review: December 2017

## **Legal Framework**

Equality Act 2010 provides a single, consolidated source of discrimination law.