

Equal Opportunities Policy

At Emneth Nursery School we value all children equally regardless of gender, race, ability or background. They all have an equal entitlement to high quality education.

We aim to meet the needs of all members of the school community, taking account of gender, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances.

We are opposed to all forms of prejudice and discrimination.

We ensure equal opportunities for our children through:

Ensuring equality exists in all areas of the curriculum:

- The curriculum meets the needs for all children irrespective of age, ability, gender, ethnic or cultural backgrounds. We ensure we find out as much about the child as possible (e.g. home language and background) and use appropriate language when communicating with children. We build strong relationships with families and work in harmony to meet the needs of the child.
- We monitor the curriculum to ensure, for example, that the resources will include books, pictures, artefacts, toys and games which show people from a range of cultural and ethnic backgrounds. All children are encouraged to take part in role play activities which may reflect different home life experiences, as well as project based learning.
- The curriculum is planned from the children's lead and opportunities to explore new concepts and ideas linked to diversity built in when appropriate and in context

Promoting inter-cultural respect and mutual respect between the sexes, by:

- Extending understanding about other people, e.g. links we have to care homes help children understand about different generations.
- Learning from, and about, different cultures; about life experiences, attitudes and ideas
- Empathising with the experience and feelings of others, using the Reggio approach "children as competent learners" to learn about the strengths within the children and build on these together.

Eliminating racism and sexism of all kinds by:

- Examining use of language
- Supporting children who are the targets of racist behaviour
- Raising awareness about the attitudes and practices which may discriminate against any group
- Encouraging children to respect each other's strengths and differences and use these to learn more about each other

Partnership with parents and the wider community:

- All parents are encouraged to participate in the life of the school. Information and meetings for all those with parental responsibility are made accessible for all. (e.g. Newsletters are copied for separated parents, grandparents and childminders)
- We encourage involvement of the wider community in the life of the school and in so doing aim to recognise that the community is richer for its diversity of traditions, cultures, literature and language. We value the contributions of men and women.

Leadership and Management:

- The management of the school and the Governing Body set a clear ethos which reflects the school's commitment to all the staff and children
- The curriculum is monitored to ensure the appropriate breadth of content is maintained
- All staff are consulted in the decision making process

Staffing:

- All staff are given status and support. The induction of new staff addresses issues of equality when appropriate
- In service training is provided from time to time to encourage professional development in relation to equal opportunities
- Our recruitment and selection procedures are fair and equal, and in making staff appointments we aim to reflect ethos and gender diversity at all levels where ever possible
- There is a named member of staff, usually a member of the school management team, who is responsible for equal opportunities
- All staff are treated with respect and valued and their contribution to the wider school encouraged

Reviewed October 2023- Sarah Fairbrother

Review Date- October 2026