



## Edith Kerrison Nursery School and Children's Centre

### Equal Opportunities Policy

#### **Rationale**

Staff and governors of the school and children's centre are committed to creating an ethos where all families from their many different backgrounds are made to feel welcomed and valued.

Discrimination is not tolerated in any form

#### Definition –

To discriminate is to favour or disadvantage on the basis of difference – race, language, belief, social class, culture, gender or disability. It can manifest itself in negative attitudes, offensive remarks, inappropriate actions or physical contact.

Discrimination can also occur when one group is favoured over another.

#### Purpose

- To ensure that all members of the setting community are given value and treated with respect
- To ensure that no member is disadvantaged or discriminated against
- To enable the achievement of all children
- To work together to bring down barriers and overcome prejudice
- To ensure that equality is integrated into all aspects of the school's provision
- To combine elements of a range of documents and guidance for practical implementation in the school

#### **Guidance and Strategies**

- To recognise the contributions and achievements of all sections of society
- To use children's natural curiosity to positive effect
- To nurture mutual respect and attitudes toward others
- To provide staff who are good role models
- To see differences in others as potentially positive
- To involve outside agencies and have appropriate support
- To provide resources which encourage positive role models
- To provide continuous professional development
- To use language sensitively
- To develop a sense of pride in one's own culture and heritage
- To take into consideration the children's level of understanding and development
- To identify and take action to remove any barriers which prevent the involvement of any families in any school situation
- To ensure that clear procedures are in place to ensure that racist incidents, discrimination or harassment are dealt with promptly, firmly and consistently
- To keep the LA informed of racist incidents as directed
- To make information regarding the school as accessible as possible
- To avoid stereotyping
- To ensure that the setting's policy is familiar to all those in the setting's community
- To work with and take advice from the LA and other DFES agencies
- To have high expectations of all pupils

- To accept that children live in many different families and come from a range of social backgrounds
- To accept that the school community will consist of adults with a range of sexuality
- To work with parents to promote equal opportunity

#### Legislation –

The Race Relations Act of 1976, Amendment Act of 2000

The Sex Discrimination Act of 1975

The 1998 Education Act (Provision for SEN)

Disability Discrimination Act 2005

The Special Educational Needs and Disability Act 2001

The Equality Act 2006

The Children and Families Act 2014

The Code of Practice 2014

To be read in conjunction with related EKNSCC policies including:  
SEND Policy; SEN local offer; EAL Policy; Disability and access policy.

### **Equal Opportunities Statement for All Services and Groups**

#### **All users should**

- Ensure that all members of the community, including children, staff, parents, users and governors, are given value and treated with respect.
- Ensure that no member of the community is disadvantaged or discriminated against because of their race, gender, disability, class, sexuality or belief
- Monitor resources, procedures, routines, activities and celebrations to ensure that no individual or group is disadvantaged or excluded
- Work together as a community to breakdown barriers, overcome prejudice and increase access for all groups
- Any incidents are reported to the full Governing Body in the Head Teacher's report.

**All concerns regarding equal opportunities issues should be referred in the first instance to:**

**Mrs A Collier**

**Head Teacher**

**Edith Kerrison Nursery School and Children's Centre**

**0207 476 1735**

**Who will act upon the matter as appropriate and refer on as necessary**