



## Children

This policy aims to ensure that all children irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability, will have the opportunity to explore a rich and diverse environment providing stimulating, challenging and enjoyable learning activities to support not only their learning but also their development.

This nursery considers it important to provide a range of experiences and an environment that will instil in the children a positive outlook towards people in our society whom they may see as different from themselves. We aim to provide rich and diverse cultural capital to all our children.

At Foxglove Violet Hill, we are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs.

We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children are a priority. In accordance with the Early Years Foundation Stage, we also promote fundamental British Values which are incorporated in our everyday practice.

This policy is intended to help to ensure that we promote the individuality of all children irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This policy accords with legislation:

- Race Relations (Amendment) Act (2000)
- Disability Discrimination (Amendment) Acts (2002 and 2005)
- Sex Discrimination Act (1975)
- Equality Act (2010)
- Special Educational Needs Code of Practice (2014)
- Childcare Act (2006)

We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.

We promote the principle of fairness and justice for all through the education that we provide in our nursery.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the nursery.

POLICY 04 – EQUALITY OF OPPORTUNITY		Issue Date: Sept 2020	Page: 1 of 4
Document Owner: Lindsey Harvey (Principal)		Next Review Date: Sept 2021	



We constantly strive to remove any type of indirect discrimination that may form barriers to learning for some groups.

We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.

We challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our nursery and we show respect for all minority groups.

We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

### **Racial Equality**

At Foxglove Violet Hill we will:

- strive to eliminate all forms of racism and racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial and ethnic groups

It is the right of all pupils to receive the best education the nursery can provide with access to all educational activities organised by the nursery. Any forms of racism or racist behaviour will not be tolerated. Should a racist incident occur we will deal with it in accordance with nursery's procedures (see Behaviour Management Policy).

We endeavour to make our welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the nursery.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of those that are pertinent to any children in nursery from a minority group.

### **Disability non-discrimination.**

Some children in our setting may have special educational needs or disabilities. We are committed to meeting the needs of these children as we are to meeting the needs of all within the nursery. The nursery fully meets the requirements of the amended Disability Discrimination Act that came into effect in 2005 and we comply with the Special Educational Needs Code of Practice 2014. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared to non-disabled children. Advice is given from our Nursery Special Educational Needs Co-ordinator – **Elizabeth Reed**.

POLICY 04 – EQUALITY OF OPPORTUNITY		Issue Date: Sept 2020	Page: 2 of 4
Document Owner: Lindsey Harvey (Principal)			Next Review Date: Sept 2021



The nursery is committed to providing an environment that allows disabled children full access to all areas of learning. Please see Policy 11 – Special Educational Needs and Disabilities.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

### **The Role of the Class Teacher / Practitioner**

Class teachers recognise their own prejudices, but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study and in how we approach sensitive issues.

All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents in the incident book, and draw them to the attention of the Principal.

### **Monitoring and review**

It is the responsibility of the Principal and Deputy to monitor the effectiveness of this policy. They will therefore:

- monitor the progress of pupils from minority groups, comparing it to the progress made by other pupils in the nursery
- monitor the staff recruitment process, so that no-one applying for a post at this nursery is discriminated against
- take into serious consideration any complaints from parents, staff or pupils regarding equal opportunity
- monitor the nursery's behaviour policy to ensure that pupils from minority groups are not unfairly treated.

An Equality Action Plan for the nursery is carried out annually by the Principal.

POLICY 04 – EQUALITY OF OPPORTUNITY		Issue Date: Sept 2020	Page: 3 of 4
Document Owner: Lindsey Harvey (Principal)			Next Review Date: Sept 2021



This policy will be reviewed by the Principal every year or earlier if it is considered necessary.

---

Signed for and on behalf of Foxglove Violet Hill

Lindsey Harvey (Principal) :

Date :

---

POLICY 04 – EQUALITY OF OPPORTUNITY		Issue Date: Sept 2020	Page: 4 of 4
Document Owner: Lindsey Harvey (Principal)		Next Review Date: Sept 2021	