

# **Reddish Vale Nursery School**

## **Equality and Diversity Policy**

### **Context**

The Children who attend Reddish Vale Nursery School come from a diverse range of social, multi ethnic and economic backgrounds. All children at Reddish Vale Nursery School have an equal right to develop and achieve their potential. Equality of opportunity underpins the statutory framework for the Early Years Foundation Stage, Early Years Outcomes and the work of our nursery school. Children are treated as individuals with their own abilities, difficulties, attitudes, backgrounds and experiences.

We work in partnership with other agencies who provide services for families. Services and activities may be provided by Nursery School staff or by linked organisations/providers.

The legal and local framework for this policy is:

- Race Relations Act 1976 (as amended in 2000)
- Disability Discrimination Act 1995 (as amended in 2009)
- Children Act 2004
- Equality Act 2010
- Education and Inspections Act 2006
- Duty to promote Community Cohesion, Education and Inspection Act 2006
- Stockport Diversity and Equality Policy and Comprehensive Equality Scheme.

### **Equal opportunities for all**

'An entitlement to learning must be an entitlement for all pupils'. Our school code uses the Equality Act 2010 which embodies the legal responsibility and duty to treat everyone Equally and Fairly regardless of:

- Age
- Disability
- Gender
- Gender Identity
- Race and Nationality
- Religion or belief
- Pregnancy
- Marriage
- Sexual Orientation.

## **PARENTS**

We will introduce and communicate this policy to parents through the school prospectus, admissions meetings with parents and on parent's evenings.

## **CHILDREN**

It is the right of every child irrespective of age, race or nationality, religion or belief, disability, class, gender, sexual orientation, gender identity, special needs or ability to achieve their full potential. Each child should have access to an education, which will enable them to utilise their talents to the full and achieve their potential. We must develop children to become sensitive to, and aware of, ways in which equality of opportunity is denied and how this might affect them in society.

## **STAFF**

It is the responsibility of all staff to foster and facilitate this ideal by creating a welcoming environment for all children. They will endeavour to establish an atmosphere within school which effectively reduces prejudice and raises self esteem, so that all children can develop independence, freedom of choice and knowledge of their right to take on whatever roles they choose, no matter what their background, gender or ability. As a staff we have to remember that we are role models. We must recognize and challenge discrimination as and when it occurs.

## **Aims and Values**

Reddish Vale Nursery School is a welcoming place where everyone is valued highly and where attitudes of tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. Opportunities encouraging the individual to have high aspirations are planned and delivered in such a way as to promote for all. We endeavour to promote positive relationships with our partners, Nursery School parents /carers and our community.

At Reddish Vale Nursery School we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of Nursery School life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards cohesion within the community.

## **We aim to:**

- Provide a secure environment in which our children and Nursery School community can flourish and achieve all five outcomes of Every Child

Matters (Be healthy, Stay Safe, Enjoy and Achieve, Make a positive Contribution and Enjoy Economic Well Being).

- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging.
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non- stereotyping information about and support for members of our Nursery School community.
- Plan systematically to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.
- Make inclusion a thread which runs through all our activities.

**We will ensure that:**

- Every individual within the school achieves their full potential and has equal opportunities.
- Every child is given access to the best possible level of achievement appropriate to their age and ability.
- Staff, parents and children are informed and educated, and reminded of the issues to ensure a continuity of approach throughout the nursery.
- Prejudice is recognised and challenged to build positive attitudes to difference.
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- Understanding and mutual respect of all children, regardless of differences, is promoted.
- Any form of bullying including verbal, physical, homophobic, biphobic, transphobic and psychological bullying by any group or individuals is challenged and addressed.

- High levels of acceptable group and individual behaviour are promoted by ensuring that all the school community is informed of school expectations and procedures.
- Absences, racist, sexist, disablist and HBT incidents and bullying are recorded and monitored.

**To achieve these aims we will:**

- Involve stakeholders in the development, review, evaluation and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share our policies with the Nursery School community.
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- Use all available information to set suitable learning challenges for all, respond to diverse needs and overcome any potential barriers to learning and development.
- Ensure that the Nursery School makes explicit and implicit provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect for others.

**Leadership, Management and Governance**

**Reddish Vale Nursery School is committed to:**

- Being proactive in promoting good relationships and equality of opportunity across all aspects of Nursery School life and the wider community.
- Encouraging, supporting and enabling all children, families and staff to reach their potential and make a positive contribution.
- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

## **Responsibilities**

### **The Governing Board**

#### **It is the Governing Board's responsibility to:**

- Ensure that the Nursery School complies with Equality legislation.
- Meets the requirements to publish Equality Schemes.
- Ensure that the Nursery School's policies, procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans.
- Scrutinise the recording and reporting procedures at least annually.
- Follow the LA'S admissions policies, which are fair and equitable in its treatment of all groups.
- Monitor attendance and offer appropriate support.
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Board.
- Provide information in appropriate, accessible formats.
- Be involved in dealing with serious breaches of the policy.

### **The Headteacher**

#### **It is the Headteacher's responsibility to:**

- Implement the policy and its strategies and procedures.
- Ensure that all staff receive appropriate and relevant continuous professional development and opportunities.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying in line with LA guidance.
- Expect that all visitors and contractors are aware of and comply with the Nursery School's equality and diversity policy.

## **All staff**

### **It is the responsibility of all staff to:**

- Be vigilant in all areas of the Nursery School for any type of harassment and bullying.
- Deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping within the curriculum and in the Nursery School's culture.
- Promote equality and good relations and be inclusive in provision of services.
- Promote an inclusive curriculum and Nursery School ethos which reflects our diverse society.
- Keeps up-to-date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

## **Monitoring and Evaluation**

- We check existing resources for bias and stereotyping, and continue to monitor, add to, and evaluate resources.
- Children's attainments are monitored by ethnicity and gender, so that positive steps may be taken to remove any obstacles or disadvantages, which may impede learning.
- We will continue to monitor our equal opportunities policy and ensure that all staff apply these guidelines fairly in all situations.
- We give serious consideration to any complaints regarding equal opportunity issues from parents, staff and children.
- The Headteacher will report to the Governing Board on an annual basis on the effectiveness of this policy.

## **Breaches of the Policy**

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Board and LA as required.

**Links to other policies, procedures & guidance:**

- Race Relations Act 1976 (as amended in 2000)
- Disability Discrimination Act 1995 (as amended in 2009)
- Equality Act 2010
- Education and Inspections Act 2006
- Duty to promote Community Cohesion, Education and Inspection Act 2006
- Stockport Diversity & Equality Policy & Comprehensive Equality Scheme
- Vision & Values Statement
- Complaints Procedure

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