

SCARTHO NURSERY SCHOOL

EQUAL OPPORTUNITIES POLICY

Reviewed every 3 years.
Spring Term 2020
To be reviewed Spring Term 2023

Co-ordinator Sarah Bate

Rationale

Respect for all human beings implies equal opportunities for all people – children and adults in our society.

Statement of Intent

Scartho Nursery School takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual of a similar age, whether they are adult or child. Discrimination under sex, race, religion, colour, creed, marital status, ethnic or national origin, or political belief, has no place within the school. Should any person believe that this policy is not being totally complied with it is their duty to bring the matter to the attention of the Head Teacher at the earliest opportunity.

Aims for children

Discriminatory attitudes of race, creed, gender, or disability are often acquired subtly and unconsciously from an early age.

All adults in our school community must make an overt effort to present an environment that promotes equality of opportunity and which challenges stereotyping and all forms of discrimination at any level.

All members of staff are committed to:

1. Encouraging positive role models, displayed through toys, imaginary play, etc. that promote non-stereotypical images and selecting books to promote such images of men and women, boys and girls.
2. Encouraging all children to join in all activities, i.e. dressing up, shop, home- corner, dolls, climbing on large apparatus, bikes, etc.
3. Regularly reviewing our child-care practices to eliminate practices that discriminate.

Scartho Nursery School aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. In this respect, the Nursery School will ensure that no job applicant or employee will receive less favourable treatment, on the grounds of age, gender, marital status, race, religion, colour, cultural/national origin or sexuality, which cannot be justified as being necessary for the safe and effective performance of the work, or training for the work.

Service Provision

Our admissions policy does not discriminate on grounds of gender, creed, race, class or disability. Wherever possible, those designated disabled or disadvantaged will be considered for a place, taking into account their individual circumstances and the ability of Scartho Nursery School to provide the necessary standard of care and education.

Scartho Nursery School will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

We will strive to promote equal access to services and projects by taking practical steps such as ensuring access to disabled people and producing material in relevant languages and media when necessary.

All children in our school should have access to the whole Nursery curriculum. Parents should know that their child will have this access, and that we will endeavour to meet each child's needs. Learning experiences, resources and materials must not enforce traditional stereotyping. Equality of opportunity must permeate and influence the whole curriculum and should be reviewed regularly.

Staff must be aware of the opportunities they present to the children, how the children take these opportunities, and how inequality can be dealt with.

Our resources reflect the attitudes we wish our children to grow up with. It is important to choose resources carefully and sensitively, so that differences are not highlighted in a negative or flippant way. Assessment and evaluation of our resources and provision should be on-going.

There are agreed procedures for dealing with inequality in school, whether this is inequality of children, staff or others. These procedures will normally be specific to incidents, but all staff that are likely to be involved should be kept informed of procedure.

Recruitment

- ❖ Scartho Nursery School will strive, by recruitment, to ensure that the staffing levels reflect the community it serves, and that those people employed are able to fulfill the requirements of the EYFS and the children's needs where relevant. All vacancies will be advertised as widely as budgets allow.
- ❖ Every effort will be made to ensure a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy.
- ❖ Application forms will not include questions, which potentially discriminate against the grounds specified in the Statement of Intent.
- ❖ At interview, no questions will be posed which potentially discriminate against the grounds specified in the Statement of Intent. All candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Staff

- ❖ All staff members are expected to co-operate with the implementation, monitoring and improvement of this and other policies.
- ❖ All staff members are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent.
- ❖ All staff members are expected to participate in equal opportunities training, according to availability.

Training

- ❖ Scartho Nursery School recognises the importance of training as a key factor in the implementation of an effective Equal Opportunity Policy.
- ❖ Scartho Nursery School will strive towards the provision of equal opportunity training for all staff.

- ❖ All members of staff will be entitled to an annual performance management review/planning to determine future development and training need.

Policy agreed

Western and Scartho Federation was dissolved on 31st Aug 2023

-Policy name changed – approved by Governors on 14th September at FGB