

Davenport Lodge Nursery School



Equal Opportunity and Inclusion Policy

This policy is reviewed on an annual basis

Annual Policy reviewed by **Susan Nalus** April 2021

Next date of Annual Review: April 2022

Signed: *Susan Nalus*

Signed:

This policy has been adopted by the governors, is addressed to all members of staff and volunteers, is available to parents on request and is published on the school's website. It applies wherever staff or volunteers are working with pupils, including when this involves being away from the school: for example, on an educational visit.



DAVENPORT LODGE NURSERY SCHOOL

EQUAL OPPORTUNITY and INCLUSION POLICY

General Statement

Davenport Lodge Nursery School is committed to securing equality of opportunity for children through the creation of an environment in which individuals are treated on the sole basis of their merits and abilities. This commitment is shared by pupils and staff.

"The EYFS seeks to provide equality of opportunity and anti-discriminatory practice, ensuring that every child is included and supported." Page 4 of the Statutory Framework for the EYFS 2021

Aims

The Nursery School seeks to provide a framework for recognising and challenging discrimination on the grounds of race, nationality, age, ethnic origin, gender, marital status, sexual orientation, disability, political views and religious beliefs, and aims to ensure equal treatment for all.

Through objective class teaching and assemblies positive self-images are developed to help children value and respect differences between people.

Our Curriculum

The curriculum offered at the Nursery School encourages children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking. If access to the setting is found to treat children or adults less favourably, then we make reasonable adjustments to accommodate the needs of disabled children and adults.

Fundamental British Values

The fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are already implicitly embedded in the 2021 Early Years Foundation Stage found mostly in the areas of Understanding the World (UW) and Personal, Social, Emotional Development (PSED).

What is not acceptable is:

- actively promoting intolerance of other faiths, cultures and races.
- failure to challenge gender stereotypes and routinely segregate girls and boys.
- isolating children from their wider community.
- failure to challenge behaviours (whether of staff, children or parents) that are not in line with the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs.

Main Equality Areas

Race

We regard as racism any attitude held by a person or group of one ethnic origin towards an individual or group of different ethnic origin which is offensive, discriminatory or hostile towards the individual or group. We also consider racism to be behaviour, acts or expressions that reflect such attitudes; or any incitement to behaviour of that kind.

Gender

We consider sexism to be any attitude held by a person or group of one sex towards an individual or group of the other sex which is offensive, discriminatory or hostile towards the individual or group. We consider sexual harassment to be behaviour, acts or expressions that reflect such attitudes; or an incitement to behaviour of that kind.

Disability

We regard as unacceptable attitudes held by a person or group towards an individual with a physical disability which are offensive, discriminatory or hostile towards the individual. Expressions which reflect such attitudes are unacceptable; or any incitement to make others adopt such attitudes. The school has a disabled toilet and ramps for wheelchair access to the ground floor classrooms. Reasonable adjustments will be made to enable disabled people to carry out their duties effectively.

Sexual Orientation

We regard as unacceptable attitudes held by a person or group towards an individual with regard to their sexual orientation which are offensive, discriminatory or hostile towards the individual. Behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes are unacceptable.

Religious discrimination

We regard as unacceptable attitudes held by a person or group towards an individual with regard to their religious beliefs which are offensive, discriminatory or hostile towards the individual. We regard as unacceptable behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes.

Mechanisms for Dealing with Any Incident of Discrimination or Harassment

- 1 Any such incident must be reported to the Headmistress.
- 2 Any incident will be investigated equitably and the findings recorded.
- 3 Parents/guardians of all pupils involved in the incident will be informed and invited to the school for a meeting with the Headmistress or the Business Manager.

Sanctions

Having been spoken to in order to explain why they caused offence, children will be required to apologise to those they have offended. (see the Behaviour and Anti-Bullying Policy).

- (a) An appropriate sanction will be applied.
- (b) In the case of repeat offences, parents could be asked to remove a child. (See the Behaviour Policy)

Inclusion

Inclusion is the process by which we value all individuals, recognising their unique attributes, qualities and ways of being. The Nursery School will endeavour to:

- Ensure positive attitudes to diversity and difference. Not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Treat each child as an individual and respect their religions and cultures.
- Offer all activities and toys to all children regardless of gender and developmental needs.
- Encourage positive role models, displayed through toys, imaginary play, books and posters that promote non- stereotyped images. All children will be encouraged to join in all activities i.e. dressing up, role play corner, dolls, climbing on large equipment, bikes etc.
- Celebrate festivals throughout the nursery,

- Create an environment of mutual respect and tolerance.
- Help children to understand that discriminatory behaviour and remarks are unacceptable.
- Ensure that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensure that children learning English as an additional language are supported in their learning.
- Making the children feel valued and good about themselves.
- Ensuring that children have equality of access to learning.

Equality

At Davenport Lodge we are committed to making sure that every child is included, involved, valued and seen regardless of their background or personal characteristics. It is imperative that equality of opportunity is reflected in and runs throughout all that we do. The Nursery School is committed to anti discriminatory practice, equality of opportunity and to valuing diversity in our children, families and staff.

It is important that all children know that all resources in the nursery are for them and practitioners should encourage children to follow their own lines of interest, being mindful of not allowing any unconscious bias colour their responses to children at any time. All staff must be mindful of any unconscious bias and ensure that this does not flow into their practice at any point.

All members of staff are advised to be fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds of race, gender, disability, sexual orientation or religious beliefs. Where training opportunities arise via the Nursery School's INSET programme, these will be made available to staff.

Monitoring/Evaluation

By the Headmistress.