

# Equal Opportunities Policy

**Designated Senior Person for Equal Opportunities:** Miss Annette Elstob

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**This policy is reviewed on an annual basis**

Annual Policy reviewed by: Miss Annette Elstob: **July 2021**

Next date of Annual Review: **July 2022**

**Signed:**



Rolfe's Nursery School is an equal opportunities employer. Discrimination of any kind is not tolerated at the school. The staff at Rolfe's Nursery School are dedicated to provide a welcoming, sensitive and stimulating environment for all parents, nominated carers and children, regardless of their gender, age, colour, health, disability, ethnic or national race, linguistic background, socio-economic background, religious or political beliefs, family circumstances or sexual orientation.

#### General Aims:

- We aim to encourage self-respect and respect for each other and with the children, parents / carers.
- We aim to reprimand any conduct, name-calling or bullying by children, parents or staff that threatens the self-esteem of any individual.
- We aim to promote the child's rights to be part of a community, that is, free from direct or indirect discrimination.
- We aim to facilitate the child's needs, as indicated by the individual, rather than treating all children alike.
- We believe that every person has the right to achieve his or her potential and that every child should have equal access to the curriculum.
- We aim to support an awareness of multi-cultural values.
- We aim to promote non-sexist, non-racist conduct in the classroom, playground and staff room.
- We aim to enhance the children's self-esteem and self-confidence by positively working to reduce any gender or sexual stereotyped prejudice.
- We aim to allow the child freedom to work towards his / her independence.
- We aim to promote peace and harmony in the school environment.

#### Practises:

##### **We are all equal and we are all different**

- We believe all people are equal and we aim to respect and value their differences by fostering a sense of identity in an environment free from prejudice. In doing so, we recognise that each child's needs are different and we do not, therefore, facilitate everyone's needs in the same manner. We treat and respect each child as an individual.
- We are sensitive to the different learning styles which children may identify with.
- Children of both sexes have equal opportunities at Rolfe's Nursery School and equal access to all areas of the whole school curriculum. Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- All children are encouraged to work and play freely with others of both sexes.
- We recognise and respect the values originating from different backgrounds.
- Since we are part of a multi-cultural, multi-lingual, multi-racial society, all children are taught to understand and respect our society and the cultural, linguistic and religious backgrounds of each other. This is evident in the cross-curriculum.
- In dealing with prejudices and grievances, we use role-play and discussion to help children develop empathy and understanding for each other.
- We select literature, music, drama and art that promote the achievement of men and women, various ethnic groups, cultures, languages and people with disabilities.

- Efforts are made to recognise and be aware of the possibility of sexist, stereotyped or racist prejudice in displays, reading schemes and school teaching and learning materials and our teaching styles.
- We actively support anti-sexist and anti-racist attitudes and behaviour in the classroom and staff room.
- We ensure that seating, resources and activities are organised in a non-sexist, non-racist manner, and that movement around the nursery school is not restricted for the disabled.
- We recognise and respect parents' responsibility for their children and are available and open to discussion.
- Opportunities, where possible, are given for children to work with teaching and non-teaching staff of both sexes.
- All teaching and non-teaching positions are not sex-specific, and both men and women are encouraged to teach all age groups.

The Equal Opportunities Statement seeks to stamp out unfair and biased practices if and wherever they arise at Rolfe's Nursery School. We encourage a diverse community in which all individuals may contribute as fully as possible. The Nursery School requires staff, parents/carers and children to behave in a non-discriminatory manner and expects their full support of nursery practices that discard or restrict equality.

#### Equal Opportunities Statement:

The Alpha Plus Group Ltd wholeheartedly support the principle of equal opportunities in employment and oppose all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, religion, sexual orientation, marital status, age or disability. We believe that it is in the company's best interests, and those who work in it, to ensure that the human resources, talents, and skills available throughout the community are considered when employment opportunities arise. We apply these principles to full-time or part-time employees. Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.

#### Review and Amendment of Procedures:

These procedures may be reviewed and amended by the Alpha Plus Group in the light of relevant developments in legislation and employment relations practice.

#### Policy for Special Educational Needs:

- We accept children with special educational needs and disabilities.
- It is our policy whenever possible to integrate children with special needs and/or disabilities into our classrooms, to promote the welfare and development of the child.
- Rolfe's Nursery School follows the Department of Education's Code of Practice.
- Children with special educational needs are given the same opportunities as all children in the school; they will, as far as is possible, follow all play activities in order to promote their welfare and development.

- Each parent or carer is asked to provide full information and specialised staff, if necessary, to support their child's special requirements. We have wheelchair access throughout the building.
- Where an initial concern is expressed, either by a teacher or a parent, then the procedures as stated in the Special Needs Policy will be followed, parents will be consulted and a specialist referral will be made as soon as possible.

A SENCO (Special Needs Coordinating Officer) has been appointed to ensure these practices are being met.

The appointed SENCO is Miss Jen Slane.

For any issue relating to The Equality Act 2010 you may contact:

**Equality and Human Rights Commission      08457622633**

Should you feel your complaint is not satisfactorily addressed you have the right to raise the matter with OFSTED. They can be contacted at:

**Early Years OFSTED Complaints Manager**

**Piccadilly Gate  
Store Street  
Manchester  
M1 2WD**

**0300 123 1231**