

EYFS and KS1 Equal Opportunities Policy

A UNIQUE CHILD: 1.2 Inclusive Practice,

(Supports EYFS 2.1 Respecting each other, 2.2 Parents as Partners)

1 Aims and objectives

- 1.1** We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- 1.2** We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs.
- 1.7** We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8** We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Anti-racism

- 2.1** It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- 2.2** We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3** Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. The children study a variety of cultural festivals as part of their religious education.
- 2.4** Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have

3 The role of the Head of Pre-Prep and Nursery

- 3.1** It is the Head of Pre-Prep and Nursery's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- 3.2** It is the Head of Pre-Prep and Nursery's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 3.3** The Head of Pre-Prep and Nursery ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 3.4** The Head of Pre-Prep and Nursery promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- 3.5** The Head of Pre-Prep and Nursery treats all incidents of unfair treatment and any racist incidents with due seriousness.

5 The role of the teaching and non-teaching staff

- 5.1** All staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2** When selecting classroom material, staff pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Staff strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- 5.3** All staff challenge any incidents of prejudice or racism. We record any serious incidents in the school log book, and draw them to the attention of the Head of Pre-Prep and Nursery.

References: [DCSF, EYFS Sept 2008 Statutory Framework: Safeguarding and Promoting Children's Welfare p25](#)

Review: The Early Years team will review the policy every two years.

Signed:

Date: March 2010