



Equal Opportunities Policy

Introduction

Our School Aims

At Usworth Colliery Nursery School we have a set of core values, followed by our whole school team, which we aim to consider and adhere to in all of our policies procedures and practices. The values are:-

- We are a happy, safe and caring nursery school.
- We provide an engaging, challenging environment.
- We encourage respect, support and cooperation for all.
- We help everyone to reach their full potential.

At Usworth Colliery Nursery School, we aim to include all children and their families in all aspects of school life; we value and respect the views of parents and carers. We believe it is important that we all work together to do our best for every child in our school.

At Usworth Colliery Nursery School, we are committed to the philosophy of valuing and celebrating the diversity that exists within our local community.

In line with Sunderland City Council Policy, we aim to take positive action to ensure that staff, children and their families are not discriminated against on grounds of gender, race, colour, nationality, ethnic origin, disability or age.

We recognise that each child is an individual and has his or her own route to learning.

Our curriculum is planned to take account of individual needs and interests.

The books and resources used in the nursery are selected to give positive images of those from diverse ethnic groups, the disabled and both sexes.

A variety of Festivals and Special Events are celebrated every year, from cultures represented within our own community and outside. For example, Eid, Chinese New Year, Holi, Easter, Mothers Day, Harvest, Diwali and Christmas.

Our Staff have a duty to ensure that our children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. Our Staff will challenge the sexism and acceptance of traditional roles that is already present in some children.

Careful thought is given to routines so that sexism is not reinforced, for example, children are not asked to line up as girls and boys, boys and girls are asked to tidy the home corner, girls as well as boys are asked to help with moving furniture.

Throughout all role-play areas in the nursery, boys and girls are encouraged to take on caring roles.

Activities and support are differentiated to enable children with Special Educational Needs to access the curriculum.

At Usworth Colliery Nursery School parents are valued as co-educators. This means the nursery values the contribution that parents/carers make to the educational success of their children whatever their background.

We actively seek to engage with all parents/carers and use a variety of strategies to ensure this happens.

On admission to nursery, parents are encouraged to spend time settling their child in and expected to share information about their child's development so far.

Usworth Colliery Nursery School has an Admissions Policy that ensures no child is refused admission on grounds of gender, race, colour, nationality, ethnic origin or disability.

All staff are expected to subscribe to the above policy and are expected to challenge others and each other in a positive, supportive and sensitive way should racist, sexist or insensitive remarks be inadvertently made.



Racial Equality Policy

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Our Inclusive Vision Statement

At Usworth Colliery Nursery School we strive to create a happy atmosphere where learning is fun. Where children, parents and staff learn together and where all develop to their maximum potential.

We believe children learn most effectively by using all their senses and through their own activity and first hand experiences.

The learning environment is planned so that children grow in independence and take increasing responsibility for themselves.

Each child is an individual and has needs that should be met in an atmosphere that celebrates diversity.

Children need acceptance and approval in order to develop a positive concept of self and grow in confidence and self esteem.

Our values and commitment to Race Equality

This nursery school is committed to:-

- promoting race equality, challenging racial discrimination and promoting good race relations
- respecting and valuing the differences between people
- valuing and meeting the individual needs of all children in our care
- providing an environment where everyone feels welcome and valued and able to achieve their full potential
- having high expectations of all children
- recognising the presence of racism in society and being proactive in challenging racist attitudes, language and behaviour
- preparing all children for life in a multi racial society
- challenging racial stereotyping through learning opportunities and positive images in resources
- regular assessment of policy and practice through self review procedures

Implementation and responsibilities

All members of our school community have a responsibility to promote race equality and everyone involved with the nursery is required to adhere to the race equality policy.

The nursery implements the policy by:-

- ensuring the inclusion of race equality targets in the school development plan and other strategic plans
- ensuring that the whole nursery community is aware of and understands the implications of the race equality policy
- using ethnic analysis of achievement to identify specific strategies for tackling identified disparities between different groups
- review all policies to ensure that they are consistent with the race equality policy

The Governing Body

- ensures that the nursery fulfils its general duty under the Race Relations (Amendment) Act 2000 and that the race equality policy, its procedures and strategies are implemented fully
- is proactive in promoting race equality, challenging discrimination and promoting good race relations
- promotes a learning environment which encourages, enables and supports all children in meeting their individual potential

The Headteacher

- with the Governing Body, ensures that the policy, its procedures and strategies are implemented fully
- ensures that all members of the nursery community are aware of the policy and their role in promoting it
- enables all staff to access appropriate training and support to enable them to fulfil their responsibilities
- takes lead responsibility for race equality within the nursery
- develops an action plan for implementation of the race equality policy and monitors its effectiveness. The action plan is expressed as a Race Equality target within the School Improvement Plan and includes mechanisms for annual review
- takes lead responsibility for recording, reporting and monitoring all racist incidents in line with the Local Authorities policy and procedures

All staff/adults:

- are aware of their duty to promote race equality, challenge discrimination and promote good race relations
- fulfil their role within the Local Authorities procedures for monitoring racist incidents
- ensure that children from all racial groups have equal access to the curriculum
- ensure that all children feel valued
- have high expectations of all children
- promote race equality and diversity through their relationships with children, parents, other adults and the wider community

Children's personal development and pastoral care

The nursery is committed to providing an environment where all children feel secure, confident and valued. All children are valued as active, competent learners.

The personal, social and emotional development of all children is central to all nursery activities.

Learning and teaching

All learning opportunities incorporate principles of race equality, challenging discrimination and promoting good relationships between all children.

Staff have high expectations of all children based on full information relating to their achievements and needs. They ensure that all pupils are treated with equal respect and have equal access to the curriculum.

Resources that are reflective of the culturally diverse community support the learning environment.

Children's individual learning needs and styles inform teaching strategies and learning opportunities.

Admissions and attendance

The nursery ensures that:-

- the admissions policy does not disadvantage children from particular racial groups and that action is taken to eliminate any inequalities identified
- the admissions policy is monitored and reviewed to ensure equality of opportunity for all families
- comprehensive information relating to children's ethnicity, home language and religion is collected as part of the admission and induction process
- provision is made for leave of absence for religious observance
- follow up of absence is sensitive to religious and community issues

Partnerships with parents

Parents are valued as a child's first and enduring educators. The nursery is committed to involving all parents in the learning journey that their children are engaged in whilst they are with us.

Information to parents is presented in an accessible way and takes into account the language backgrounds of parents.

Staff recruitment and professional development

The nursery:-

- adheres to the Local Authorities procedures for the advertising of posts to ensure fair and equal access to interview
- ensures that all those involved in recruitment and selection of staff are aware of their responsibility to avoid racial discrimination
- encourages all staff to develop and achieve their full potential through access to professional development opportunities
- monitors take up of professional development training by ethnic group
- monitors the performance management/appraisal procedures to ensure that they do not discriminate on grounds of race or ethnicity

Monitoring and impact assessment

The policy is monitored to determine the positive effect it has on:-

- The whole school
- The Children
- Parents and carers
- The staff

Monitoring of the impact of equality/inclusion strategies on individuals from different racial groups is through regular review of progress, achievements and well being.

The policy itself is reviewed as part of the nursery's rolling programme of policy review. Monitoring procedures will be as identified in the School Improvement Plan. The nursery mainstreams race equality by building key assessment questions into policy development and review processes in all areas.

Breaches of the policy

The nursery opposes all forms of racism, racial discrimination and racial harassment. All incidents of discrimination or harassment because of race are taken seriously and are reported, recorded and monitored by the Headteacher using the Local Authorities agreed procedures. All racist incidents are recorded and monitored internally. A review of the types and frequency of these incidents is submitted to the Local Authority.

Any racist incidents which are severe or part of a repeated pattern are reported immediately to the Local Authority.

All parties involved in racist incidents are supported and fully involved in any investigation. The nursery takes action to resolve the incident and access support from the Local Authority where appropriate. All action taken is recorded and included in the termly summary submitted to the Local Authority.

Policy Updates	AUTUMN 2020
Policy review date	AUTUMN 2021