

Our Lady's Day- Nursery, Nursery and Preparatory School

Equal Opportunities Policy

Our Lady's Preparatory School and Day Nursery is committed to provide equality for all children and families and take positive action to eliminate discrimination in all areas of work. We aim to ensure that every pupil and member of staff is given an equal opportunity to achieve their full potential. In addition, each individual is entitled to learn, teach or work in a supportive environment.

We will do the following:

- Promote a positive self image in all children and respect their individuality, providing for all pupils according to their needs, irrespective of their gender, race or any disability.
- Ensure quality of opportunity permeates the whole curriculum and the general Christian and Catholic ethos of the school.
- When delivering the curriculum, ensure it contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion.
- Ensure resources books, materials and equipment are multicultural and non-sexist, providing positive images of all groups, including the disabled.
- Ensure that the organisation of the school is sensitive to the needs of all.
- Acknowledge the richness and diversity of our society and help prepare children for their part in that society.
- Develop a positive attitude to equal opportunity by all staff, parents, helpers, governors, children and all who participate in the school.

We work in accordance with all relevant legislation, including

- *Sex Discrimination Act 1975*
- *Race Relations Act 1976*
- *Equal Pay Act 1970*
- *Disability Discrimination Act 1995*
- *Children's Act 1989*

- *Relevant EU legislation*

We believe that our school/Day Nursery and Nursery should be open to all children, and to adults committed to their education and care. We aim to ensure that all who wish to be educated at or work here have an equal chance to do so. We are always willing to make change and to adapt in order to make this possible. In line with whole school policy we will ensure the following;

Admissions

Please refer to our Admissions policy which adheres to equal opportunities.

Employment

In line with whole school protocol, any vacancy will be advertised. Our Lady's will appoint the best person for each job and will treat all applicants fairly.

Festivals

Where relevant, our aim is to show respect for all major events in the lives of our children and our society and to welcome the diversity of backgrounds from which they come. Our care and interest in every child from the day they start enables us to respect their beliefs within our setting.

- Children will become familiar with and enjoy taking part in a range of festivals, as part of the diversity of life.
- Visitors and parents will be welcomed to enhance the children's understanding of our diverse society.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured.

Liaison with our SEN consultant will ensure the needs of children are met, both for support and extension. Where necessary the SEN code of Practice will be put into place under the guidance of our SEN consultant.

Staff will discuss children and their needs in regular meetings in order to provide and make adjustments to curriculum and learning needs.

All activities and learning offered to the children will be in an environment free from prejudice and discrimination.

All appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Children, parents and staff will be given equal treatment, equal opportunity to voice their opinions and equal access to resources.

Teaching material and other forms of communication are reviewed on a regular basis to ensure compliance with this policy.

Positive action, especially by pupils, will continue to be rewarded and made known to the wider school community.

Assembly times will reinforce good behaviour in the area of equal opportunities and involve peer groups in the approval (or disapproval) process.

Clear and constant messages will be given regarding the school's values and disciplinary procedures – in line with the policy on anti-bullying.

Close involvement will ensure that every child receives the best in care, opportunity and education.

Our policies for Positive behaviour, Child Protections, Concerns and Complaints as well as P.S.H.E in the curriculum, should be read in conjunction to this document as they work closely together to ensure that equal opportunities and support for children is adequate.

Resources

These will be chosen to give the children a balanced view of the world and an appreciation of the diversity of our multi-racial society. Self respect will be developed and the respect of other people by avoiding stereotyping. Images and words which reflect positively of society will be used.

Planning for and taking into account the needs of people with individual needs and supporting them through staff training and awareness will remain high on our priority list. Where reasonably possible, we will change environments and resources to meet the needs of individual children should this be required.

Discriminatory Behaviour/ Remarks

Any discriminatory remarks by children, parents or other adults are unacceptable at Our Lady's. Understanding and overcoming prejudices will be emphasised and an emphasis that discrimination is not tolerated.

Meetings

We will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend, so all families have equal opportunity to be involved in and informed about our School and Day Nursery

Review, Monitor and Evaluate

This policy and our practice will be reviewed annually. We are forever questioning and looking to improve our practice for the good of all children, staff and parents.

This policy was reviewed and updated on 07.05.09

Angela O'Reilly