

# Sir James Knott Nursery School



## Equal Opportunities Policy

**“Creating strong and lasting foundations for learning”**

<b>Certified as reviewed and approved by the Resources Committee:</b>	<b>29<sup>th</sup> November 2021</b>
<b>Adoption by Full Governing Body:</b>	<b>8th November 2021</b>
<b>Designated member of staff's responsibility:</b>	<b>Mr Croft- Headteacher</b>
<b>Next review date:</b>	<b>October 2025 or earlier if new guidance becomes available</b>



## EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATORY POLICY

Equal Opportunities are an underlying principle behind all Sir James Knott Nursery School policies and procedures. It applies to all families and children seeking child care services as well as the staff providing the service.

### **CHILDREN**

All children must be valued as individuals in their own right.

All children must be treated with equal concern and respect.

It is the responsibility of all Sir James Knott staff to ensure that no child is discriminated against.

Staff must challenge all discriminatory language, publications or behaviour. It is the responsibility of all Sir James Knott staff to intervene and raise awareness where any discriminatory play or language is identified.

It is the responsibility of all staff to report any concerns regarding discrimination to their line manager or an appropriate person.

It is the responsibility of the staff group to research the needs of the individual children in their care and plan accordingly. This may include ethnicity, neighbourhood, lifestyles, cultural or special needs, etc.

Staff need to consider equal opportunities and evaluate their practice throughout all aspects of their work. This includes planning, service delivery, communication with parent/carers and written information.

It is the responsibility of staff to identify those children who need additional help to develop a positive self-image and plan accordingly.

Staff should explore resources and seek advice from colleagues, other professionals and experts in the field regarding equal opportunities when working with and planning for children.

Staff should assist and encourage all children to fully participate in all activities within the provision.

## **PARENTS AND CARERS**

All parent/carers must be valued as individuals in their own right.

All parent/carers must be treated with equal concern and respect.

It is the responsibility of all Sir James Knott staff to ensure that no parent/carer is discriminated against.

Staff must ensure that parent/carers are aware of our Equal Opportunities ethos and that they and / or their child will be challenged over any offensive language or behaviour. This must be done in a respectful and sensitive manner.

## **STAFF**

All staff must be valued as individuals in their own right.

All staff must be treated with equal concern and respect.

It is the responsibility of all Sir James Knott staff to ensure that no other member of staff is discriminated against.

All staff will have equal opportunities in terms of employment, training, advancement, special needs and personal development.

Staff who experience discrimination on any grounds should raise this with the Headteacher. It is the responsibility of the Headteacher to support staff who have experienced discrimination.

## **GENERAL**

Any complaint regarding discrimination towards a child, parent/carer or member of staff will be investigated and appropriate action taken.