

**The TLC Nursery Federation**  
**Chalvey Nursery School & Slough Centre Nursery School**

**Policy for Equal Opportunities**

This policy should be read in conjunction with the Behaviour & Rewards, Complaints, Health & Safety, Restraint, Safeguarding, Special Educational Needs, Whistle-blowing policies & the school's Local Offer.

Chalvey Nursery School & Slough Centre Nursery School are situated in multi-cultural areas in the centre of Slough. The ethnic groups represented within the school community include: British, Irish, Indian, Pakistani, African Asian, Polish, Caribbean, African, Chinese, EEC countries and people of mixed race.

Approximately 15% of the pupils have an identified special need.

The school is committed to eliminating unlawful discrimination on the grounds of race, ability, age or gender, to promote equality of opportunity & good relations between all people, whatever their race, ability, gender, age or background.

In this school everyone is treated with dignity, respect & courtesy.

**Aims & Beliefs.**

We aim to prepare children for life in a multi ethnic society.

We aim to promote understanding of a variety of cultures & believe that cultural diversity is a positive advantage & experiences should be shared.

We aim to establish an environment where the school is effective in reducing prejudice & raising self-esteem.

We aim to provide a place that is safe & welcoming for all.

We aim to create a no-blame culture, where issues can be freely discussed and where children are involved in setting the rules.

At Chalvey Nursery School & Slough Centre Nursery School we aim to tackle discrimination & promote equality of opportunity & good relations in all areas, including:

- Progress & attainment
- Behaviour & discipline
- Personal development

Teaching & learning  
Admissions & attendance  
Staff recruitment & professional development.  
Partnership with parents & the community.

### **Commitments**

At Chalvey Nursery School & Slough Centre Nursery School we are committed to a pro-active approach to promoting equality & good relations & tackling discrimination.

### **Race**

We encourage parents of children from all cultural groups to actively participate in their children's education.

We welcome all parents into the school & encourage them to become involved in its everyday life & special celebrations.

We provide information in an appropriate range of languages, both written & spoken.

We do not stereotype or equate any race with being subservient or dominant.

Our resources reflect the multicultural population of Britain.

We invite people from all cultural groups to share their skills and knowledge with the nursery community.

We endeavour to allow children from all groups to find characters with whom they can identify & which will enhance their self-esteem.

We positively & realistically portray children from a variety of ethnic & cultural groups & backgrounds involved in activities.

Each person is valued as an individual & all instances of racism or racial harassment will be challenged immediately.

### **Gender**

At Chalvey Nursery School & Slough Centre Nursery we endeavour to ensure our curriculum & resources challenge gender stereotypes.

We value equally the experiences & contributions of girls & boys.

We do not equate either gender with being dominant or subservient.

We portray people of both sexes involved in a variety of activities.

Harassment and expressions of prejudice based on gender will be directly challenged and action taken to prevent its occurrence.

### **Special Educational Needs.**

Chalvey Nursery School & Slough Centre Nursery School is committed to the inclusion of children with special educational needs and believes they have a positive contribution to make to the life of the school.

**Chalvey Nursery School & Slough Centre Nursery School will endeavour to provide auxiliary aids and services for disabled pupils, where reasonable & within the constraints of the school budget.**

We recognise that all pupils require an education which values their abilities and promotes understanding in the school community.

Action will be taken to minimise problems of access and viable improvements will be made to remove barriers to pupils with disabilities.

Expressions of prejudice on the grounds of disability will be challenged.

### **Social circumstances**

Staff have high expectations of each child's ability & potential, irrespective of their linguistic, cultural or socio-economic background or those of their parents.

Action will be taken to eliminate discrimination on socio-economic grounds in all areas, including admissions.

### **Age**

Chalvey Nursery School & Slough Centre Nursery are committed to providing equality of opportunity for all. It is the aim of the school to treat all employees with integrity, respect and consideration.

It is the aim of the governors to ensure that all individuals are selected, recruited, trained & promoted on the basis of ability, job requirements, skills, aptitudes & other objective criteria, regardless of age.

### **Responsibilities:**

#### **Governing Body.**

The governing body will ensure that the school complies with legislation relating to race relations and equal opportunities regarding gender, ability, age & background.

The governors will ensure that the policy, procedures & strategies are implemented.

Governors will be kept informed of all incidents of discrimination on the grounds of race, gender, ability, age & background.

#### **Headteacher**

The headteacher has responsibility for ensuring that the policy for equal opportunities is implemented.

The headteacher will ensure that all staff & governors are aware of their responsibilities and are given appropriate training and support.

The headteacher will ensure action is taken in any cases of discrimination or harassment & that all incidents are logged.

### **All Staff**

All staff will be fully aware of the contents of this policy, will understand their rights & responsibilities in ensuring the policy is understood & acted upon.

All staff will deal with incidents as they occur, providing clear support to the child or adult involved.

All staff will receive training to enable them to identify and challenge discrimination and stereotyping.

Staff will promote equality & good relations & ensure that they themselves do not discriminate on any grounds, but treat all people with dignity, respect & courtesy.

Staff will keep up to date with legislation by attending training & accessing information opportunities.

### **Carers and Pupils**

Carers will be expected to abide by the school policy and actively encourage the pupils to do so.

### **Visitors & Contractors**

Visitors & contractors will be made aware of the school policy & will be expected to comply with it.

### **Breaches of the policy.**

Breaches of the policy will be considered promptly & treated seriously.

Clear support will be given to the child/adult who has been insulted or rejected.

The perpetrator will be given an explanation of why the incident (but not the person) is unacceptable and it is hoped that the perpetrator will be able to empathise with the victim.

Children will be given support to understand that the behaviour is wrong.

Parents will be informed if their child is involved in an incident, in whatever capacity. We aim to seek the parent's co-operation in moving towards a situation where the issue can be addressed.

Issues will be addressed with children through their personal & social education, using strategies such as circle time and the use of persona dolls or puppets.

All incidents will be recorded.

### **Monitoring & evaluation.**

Data will be collected on assessment, admissions, exclusions, name calling, harassment & family involvement on a regular basis.

Children will be regularly observed to ensure they all have equal access to the activities provided. Action will be taken to rectify any situation where equality of access is not offered, taking into account the different learning styles. **Relate to GDPR?**

**Chalvey Nursery School & Slough Centre Nursery will consult representatives of disabled groups in the community about the steps the school is taking, wherever possible.**

Parents will be given the opportunity to express their views about equality through an annual questionnaire. Any views expressed by parents or carers, whether through the questionnaire or verbally at any time, will be taken into consideration & acted upon where possible.

### **Planning & Review.**

The impact of this policy will be addressed through consultation & evaluation. Data will be used to monitor the progress and attainment of different groups and targets will be set.

This information will be used to inform planning in all areas of the curriculum. The effectiveness of this policy will be monitored & reviewed to evaluate its impact on eliminating discrimination & promoting equal opportunities & good relations. Questions relating to equality will be built into the school self review & evaluation.

### **Access to the policy**

All members of staff and governors will be given a copy of this policy. Parents will receive a précis of the policy in the school handbook and will be invited to ask to see the full policy if they wish to do so.

### **Babies & Children under 2**

The above policy applies to & meets the requirements of babies & children under the age of 2.

Reference to OFSTED standard 9:

The registered person & staff actively promote equality of opportunity & anti discriminatory practice for all children.

