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**Newburn Manor Nursery School**

**Equal Opportunities Policy Sept 2018**

To be reviewed September 2021

**RATIONALE:**

We are concerned with providing equality as well as excellence.

We believe that our school can influence children’s values and attitudes counteracting inequalities from the wider society and making significant differences to young people’s lives and chances.

Quality and equality strengthen and support each other and neither is complete without the other.

We seek to do as much as we reasonably can to ensure that we provide genuine equality of access, opportunity and treatment for all.

Equality involves offering opportunities and taking positive action to ensure that a broad and balanced curriculum is fully taken up and used by each individual pupil.

All families are welcome in our school and equally valued. Differences are celebrated, as they are what make us all special.

**PURPOSE 1:**

***To promote awareness of and commitment to equal opportunities issues.***

GUIDELINES:

* equal opportunities resources
* displays which present positive images and reflect a multi-cultural, egalitarian society
* staff ensuring that spoken and written language does not perpetuate bias and stereotyping
* visitors into school who offer a wide range of life experiences and skills

N.B. non-stereotypical role models

* coordinators ensure equality of opportunity in all subjects

**PURPOSE 2:**

***To consider and address responses to gender, ability, disability, age and ethnic, cultural, social and religious diversity.***

GUDELINES:

* all planning takes account of equal opportunities
* a common behaviour code is evident
* staff respond to conflict with an equal opportunities ethos as they arise
* L.E.A. guidelines on reporting incidents are followed –

All staff and governors are expected to follow this policy and to deal with any racial incident immediately. This means any incident reported inside or outside the school.

* The Governing body will ensure that the school complies with Race Relations legislation and has an up to date policy and guidance in operation. These procedures will be monitored through governor visits. The school will monitor the policy through observation, work sampling and dialogue.

**PURPOSE 3:**

***To monitor prevailing attitudes and confront and change practices which conflict with the principles of equal opportunity.***

GUIDELINES:

* staff consider how pupils are organised for administrative, social and learning purposes
* children are not segregated by gender
* children are not given stereotypical roles
* rules of behaviour are the same for all pupils
* there is equal access to all areas of the curriculum
* pupils participate equally in extra-curricular activities
* all pupil records, reports and profiles avoid stereotypical assumptions

Progress, attainment and assessment procedures ensure that the school is aware of each child’s progress. Attainment and progress data for all children is analysed in terms of gender, ethnicity and social background

* the management team responsible for appointments are aware of the influence of role-models on the aspirations of pupils