



EQUAL OPPORTUNITIES

Our Equality Duties

We aim to be a community where everyone is treated fairly and with respect. We want everyone to reach their potential, and recognise that for some children extra support is needed to help them to achieve and be successful.

We take our legal duties on equality seriously. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Aims of our Equal Opportunities Policy

Equality of opportunity at Rainbow's End Pre-school is about providing equality and excellence for all in order to promote the highest possible standards of care. Equality of opportunity applies to all members of the pre-school community; children, staff, parents/carers and others in the community. We aim to ensure that the pre-school meets the needs of all, taking account of ethnicity, culture, gender, sexual orientation, religion, language, age, ability, disability and social circumstances. It is important that in this pre-school we meet the diverse needs of adults and children to ensure inclusion for all and that all children are prepared for full participation in a diverse, multi-ethnic and multi-lingual society.

Legislation and Requirement.

The policy has been written with regard to the Code of Practice for Special Educational Needs; DFES/581/2014; The Equality Act 2010; The Statutory Framework for Early Years Foundation Stage 2023 (EYFS);

Equality and opportunity requires that everyone has an equal chance to develop themselves to their full potential and be safe and free from harm. The Early Years Foundation Stage states that "children should be treated fairly regardless of race, gender, religion, or disabilities".

Our Commitment to Equality

This section is designed to enable the pre-school to meet specific duties of the Equality Act 2010. We aim to fulfil this commitment by:

- Ensuring that all pupils and staff are encouraged and able to achieve their full potential
- Respecting and valuing differences between people
- preparing pupils for life in a diverse society;
- acknowledging the existence of racism and taking preventative action;
- making the pre-school a place where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued;
- promoting good relations between different racial groups within the nursery and within the wider community
- ensuring that an inclusive ethos is established and maintained;
- opposing all forms of discrimination
- being proactive in tackling and eliminating unlawful discrimination.

Consequently, Rainbow's End Pre-School is committed to providing an inclusive environment that celebrates diversity and works with parents to ensure that every child is able to access nursery care and education that stretches their learning and development through;

- equality of access for all
- social inclusion for all
- life choices widened, not restricted
- talents fostered not suppressed
- no one to experience disadvantage or discrimination
- stereotypes to be challenged
- all forms of bullying and harassment to be condemned and challenged
- change to be managed for the benefits of all
- Individual and community needs to be responded to in a
- sympathetic and imaginative manner
- Individuals and groups allocated an appropriate level of support ensuring their potential is fulfilled
- Principles of equality are applied.

Explanation of Discrimination

Discrimination can occur both directly and indirectly:

Direct discrimination occurs when a child or group of children from one category (e.g. individuals from one ethnic group) are tolerated less favourably than a person from another category.

Indirect discrimination occurs when a requirement or condition is applied equally to categories but puts a child or group of children at a disadvantage due to their gender, race or disability.

Curriculum

Curriculum (EYFS) planning takes account of ethnicity, backgrounds and needs of all children. The curriculum builds on children's starting points and is differentiated appropriately to ensure the inclusion of:

- All genders
- Children learning English as an additional language
- Children from minority ethnic groups
- Children who are talented and gifted
- Children with Special Educational Needs
- Children who are looked after by the local authority

The pre-school monitors and evaluates its effectiveness in providing an appropriate curriculum for children of all backgrounds. Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All developmental areas contribute to the spiritual, moral, social and cultural development of all children. The content of the curriculum reflects and values diversity. We provide a wide range of opportunities for children allowing them to access a wide range of cultural capitals and new experiences.

Policy Review

As part of Rainbows End Pre-School monitoring of child protection and safeguarding this policy will be subject to periodic review.

Policy adopted by: Rainbow's End Pre-School
Date: 01.01.2024
Policy Review Date: 31.12.2024 (or sooner if required)