



Ministry  
of Defence

Directorate Children and Young People

# EQUAL OPPORTUNITIES POLICY

Issued September 2015  
Reviewed September 2017

ST CHRISTOPHER'S EYFS UNIT POLICY

## DOCUMENT INFORMATION

Title	Equal Opportunities Policy
Supersedes	All previous Equal Opportunities policy
Date of issue	September 2015
Review date	September 2017
Review by & lead member of staff	EYFS Leader
Consultation	SGC EYFS Unit staff Parents
Implementation	Immediate
Supply/distribution	Hard copy in policy file Web based copy on setting website
Other relevant documents	Admissions booklet SEN Offer and Policy Safeguarding Policy Teaching & Learning Policy Assessment Policy

## **INTRODUCTION**

St. Christopher's EYFS Unit and all staff, volunteers and students are fully committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

We believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the early years, and encourage an anti-discriminatory approach to the world in general. We believe that all people should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect. We are committed to providing 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.

The legal frameworks for this policy include:

- The Special educational needs and disability code of practice: 0 to 25 years, Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities (2014)
- Equality Act 2010
- Children & Families Act 2014 (Transitional and Saving Provisions)(No 2) Order 2014
- The Special Educational Needs and Disability Regulations 2014
- Sex Discrimination Act 1986
- Child Act 1989
- UN Convention 1991
- Links to Every Child Matters – Helping Children Make a positive contribution
- Links to EYFS 2014 Welfare Requirements

## **AIMS**

We aim to:

- Provide a secure environment in which all our children can flourish and in which all contributions are valued;
- Include and value the contributions of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities;
- Improve our knowledge and understanding of issues of equality and diversity;
- Make inclusion a thread which runs through all of the activities in our setting.

The Equal Opportunities policy of St. Christopher's EYFS Unit applies to all people, whether using or working within the setting.

We will not discriminate, whether directly or indirectly, in the treatment of any persons on the grounds of gender, race, culture, disability, religion, sexual orientation, marital status or for financial reasons.

Acts of unlawful discrimination will be challenged and the person concerned helped to understand why this is not acceptable in discussion with the EYFS leader or where appropriate the Senior Principle for MOD Schools.

St. Christopher's EYFS Unit is open to all members of the entitled military community and everyone will be made welcome.

## **PROMOTION OF EQUALITY AND DIVERSITY**

In order to promote **equality and diversity** we will:

- Ensure that all parents are made aware of our Equal Opportunities policy through publication on our website.
- Offer equality and choice for all.
- Reflect the diversity of members of our society in our publicity, promotional and curriculum materials
- Ensure our Admissions policy promotes equality for all children and families.
- Not discriminate against a family or prevent entry to our setting, on any grounds (within the preserve of entitled MOD families and MASO admissions).
- Provide opportunities for parents/carers to contribute to their child's care and education.
- Offer information regarding sources of financial support for families with differing means.

We aim to encourage children to develop **positive attitudes about themselves and other people**.

We will do this by:

- Listening to children to ensure each child feels included, safe, valued and respected.
- Ensuring that all children have equal access to activities, resources and learning opportunities.
- Making appropriate provision to ensure each child receives the widest possible opportunity to develop their skills and abilities and recognise different learning styles.
- Providing play materials/resources and activities that demonstrates diversity of background and ability, and help to develop positive attitudes to differences of race, culture, language, gender and ability.
- Promoting children's awareness of their own culture and beliefs and those of other people.
- Ensuring the differentiation of activities to include the needs of all children.
- Working in partnership with key professionals to ensure that individuals with learning difficulties and/or physical disabilities can participate fully in all aspects of the provision.
- Avoiding stereotypical images in equipment, resources and activities.
- Using positive, non-discriminatory language with all children.
- Valuing the home background of all children.
- Ensuring any discriminatory language or practice is challenged appropriately.

## **ENGLISH AS AN ADDITIONAL LANGUAGE:**

- Staff will value linguistic diversity and provide opportunities and support for children to develop and use their home language in their play and learning whenever possible (including signing).
- The setting will provide information in languages which reflect the needs of the local community for families who speak English as an additional language.

Our practices will ensure their full inclusion. Alongside support in the home language wherever possible, staff will provide a range of meaningful contexts in which children have opportunities to develop English. (As they move into the Key Stage 1 curriculum, English will be crucial as the language they use to access learning).

## **INCLUSION:**

- The staff will ensure that there are positive attitudes to diversity and difference so that every child is included and not disadvantaged.
- Children will be supported to learn from the earliest age to value diversity in others and grow up making a positive contribution to society.
- Staff will work with parents/carers and other professionals to make reasonable adjustment to the environment as required by the DDA (Disability Discrimination Act) to accommodate and meet the needs of a child with identified learning difficulties and/or physical disabilities.
- Staff will focus on each child's individual learning, development and care needs by:
  - ✓ Removing or helping to overcome barriers for children where these already exist.
  - ✓ Being alert to the early signs of needs that could lead to later difficulties and responding quickly and appropriately, involving other agencies as necessary.
  - ✓ Stretching and challenging all children.
- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulty or disability, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.
- St. Christopher's EYFS Unit is committed to making our setting inclusive and accessible to all children and to making sure that children are able to reach their full potential. All children have the right to the Early Years Foundation Stage and all staff have a duty to meet the needs of all the children attending the setting.
- We have regard for the Special Educational Needs (SEN) Code of Practice (DfE 2014) on the early identification and assessment of children with special educational needs. We have adopted the graduated response model as outlined in the Code of Practice and SEN Policy

The EYFS Leader is the designated person for Inclusion.

The EYFS staff will review monitor and evaluate the effectiveness of our inclusive practices through pupil progress meetings, observations and discussions with parents.

The SGC will monitor and evaluate our inclusive practice through the representative reports.

St. Christopher's EYFS Unit aims to develop children's positive self-esteem and the esteem of others. Staff will set a good example by treating one another and the children with respect.

## **STAFF TRAINING:**

- Staff, students and volunteers will be encouraged to attend training opportunities to support their awareness and understanding of equality and diversity.
- The setting SENCO/EYFS leader will attend training around special educational needs and the code of practice.
- Staff, students, volunteers will have equal access to identified training to ensure professional development.

## **EMPLOYMENT STATEMENT:**

- All posts will be advertised and applicants judged against specific and fair criteria in accordance with local HR procedures and through following the recruitment guidance in 'Keeping Children Safe in Education' (2014)
- Applicants will be welcomed from all backgrounds regardless of ethnicity, religion, culture, language, gender, sexual orientation or age.

- St. Christopher's EYFS Unit may use the exemption clauses of the Sex Discrimination Act 1986 where it is necessary in exceptional circumstances to enable the service to best meet the needs of the community.
- Successful applicants will be subject to enhanced references and checks through the Disclosing and Barring Service
- Job descriptions will include a commitment to equality and diversity as part of the specifications.
- The recruitment process will be monitored to ensure that it meets the Equal Opportunities policy.

#### **RACE EQUALITY STATEMENT:**

- St. Christopher's EYFS Unit has due regard to eliminate unlawful racial discrimination.
- We promote equality of opportunity and good relations between people of different racial groups.
- We provide good opportunities for children from ethnic minorities and we wish individuals who access the setting to know that they will receive the same fair treatment and be cared for based on their individual needs.
- All individuals are entitled to equal rights and the same opportunities, regardless of racial group
- We expect everyone involved in the setting to seek to eliminate racism where it is identified.
- We strive to ensure equal access to the setting.
- We encourage, support and help all children and staff to achieve their full potential.
- Our resources will reflect cultural diversity.

We will regularly review and monitor this policy and the practice of St. Christopher's EYFS Unit to ensure that we are fully implementing the policy for equality, diversity and inclusion.