



Thorner's Church of England VA Primary School
Fledglings Pre-School
Equality of Opportunity Policy

(See also Special Educational Needs and Behaviour Management Policies)

Fledglings Pre-School works in accordance with all relevant legislation, including the Equality Act 2010 and the Prevent Duty 2015. Staff believe in promoting equal opportunities for everyone and value diversity in children, parents, carers, staff and visitors. We believe that all children are entitled to have equal access to a broad, balanced, relevant and varied curriculum. Staff strive to ensure that all children develop self-confidence and high esteem whilst recognising and valuing differences between themselves and others.

The member of staff with responsibility for Equal Opportunities is the Pre-School Manager, Julie Keefe. It is the responsibility of the Manager to review, monitor and evaluate the effectiveness of our inclusive practices.

However it is the responsibility of all staff to promote equal opportunities through:

- attending suitable training
- encouraging children to recognise their own unique qualities and the characteristics they share with other children
- working with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements etc
- monitoring the curriculum and use of resources to ensure a broad and balanced curriculum that reflects our culturally diverse society and is suitable for active and more passive children
- promoting an anti-bias curriculum to actively challenge negative feelings towards stereotyping of others. This will be achieved by using dolls, puppets and books to tell stories which help children to question their own feelings and views and to promote a sense of justice and fairness
- challenging negative comments from both children and adults
- providing a range of equipment which reflects a diverse society such as dual language books, home corner equipment to reflect a range of home cultures, stories which demonstrate the diversity of our society, role play equipment etc
- celebrating a wide range of cultural festivals using appropriate teaching materials
- writing notices in a variety of community languages.

All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development.

In accordance with the Equality Duty we seek to ensure that all pupils achieve their best, according to their capabilities and regardless of their special needs, disability, gender, race, culture, social, economic, ethnic, religious background and denominational diversity.

Thorner's CE VA Primary School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the children and young people in its care.

Date adopted by Governing Body: November 2021

This policy will be reviewed and updated annually or as and when deemed necessary.