



Equal Opportunities Policy

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Rationale:

At Hornsby House, 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, and other human beings in particular. We believe that all people should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect.

Implementation of the Policy at Hornsby House:

The registered person/management committee/governors/senior management team must ensure that:

- New members of staff, including students and volunteers, receive copies of the Equal Opportunities Policy or Manual, and that this is discussed with them during their induction meeting.*
- The Equal Opportunities Policy is made available to all parents and carers.*
- Staff, parents and children are involved in the planning and implementation of the policy.*
- Parents who are experiencing problems with the English language, both spoken or written, are offered support.*
- Every effort is made to use the child's first language. When this is not feasible, Hornsby House involves other agencies for advice and assistance, wherever possible.*
- Every effort is made to obtain suitable specialist equipment, aids or resources.*
- Reasonable adjustments are made to the premises to cater for anyone with any form of disability.*
- Volunteers, local speakers or personalities who reflect the diversity of the local community are invited to visit and speak at Assemblies.*
- Parent groups who wish to hold discussion groups on the premises are offered support and encouragement.*

Our Practice:

- The Equal Opportunities Policy applies to every staff member, parent, carer and child. Each person is valued as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for.*
- Nobody at Hornsby House is subjected to discrimination, racial comments or gender bias. Cultural or religious diversity is respected.*
- We hold a discussion with parents before their child starts at Hornsby House to establish their concerns about their child's specific emotional, medical, cultural or religious needs. This takes place either in the child's Nursery School or at a meeting when the place is offered. The parents' contribution is recorded and relayed to other members of staff at the relevant staff meeting.*
- We are committed to working with parents and other agencies.*

- We value parents as their children's first educators, and staff work closely with parents to share information, experiences, conversation and quality time, thus promoting positive role models for their children.*
- We cater for cultural, religious and medical differences at all snack and mealtimes. We are a nut free school.*
- We celebrate a variety of festivals and special events each year from cultures represented within our community and outside.*
- Our curriculum plan takes into account each child's individual route to learning.*
- We give the children equal opportunities and equal access to the full range of activities available, including visits and trips outside Hornsby House.*
- We monitor activities on a regular basis to ensure that every child has freedom of choice, time for discovery and support when it is necessary.*
- During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. Staff ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. We explain why, talk things through and praise positive behaviour.*
- We challenge and deal with inappropriate practices and attitudes promptly.*
- We record any seriously inappropriate racist or sexist comments made by children and staff, including volunteers and students.*

Staff Training:

- We take great care to apply the Equal Opportunities Policy when advertising for, interviewing and appointing staff.*
- We keep staff informed and updated on new legislation, and train them accordingly. We display information on new national initiatives and Early Years Development and Childcare Partnerships (EYDCP) courses.*
- We give the opportunity to attend courses to staff who:

 - have identified an area in which they wish to improve their own knowledge and expertise;*
 - have been identified through an inspection or an in-house appraisals having a training need;*
 - want to further their own personal development.**
- We expect all staff to behave in a professional manner, follow the above policy and try to be consistent, sensitive and fair. We expect them to challenge others who make inadvertent racist, sexist or insensitive remarks.*
- All members of staff are responsible for advising on and reporting back to senior management on how successfully the Equal Opportunities Policy has been implemented.*

Equipment:

- *We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities and disabilities and gender in and around Hornsby House.*

Links, References and Regulations:

Links to other policies

Disability

Health and Safety

Special Needs

Discipline

Parents and the community

Safeguarding and Welfare of Pupils in school Part 1 & 2

RE, PSHE & SCSM policies