



# Nottingham Nursery School & Training Centre

## Equal Opportunities and Diversity Policy

September 2020

### **This policy includes: Equal opportunities, Diversity, Disability Equality and Racial Harassment**

Our school is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The school's equal opportunities procedures aim to help everyone involved in the school to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The school aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The School will endeavour to challenge any offensive behaviour, language or attitudes concerning race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation, disability or learning need.

The school recognises that achieving the objectives of our Equal Opportunities Policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers Policy. As such, the school will both welcome and encourage parents and carers to get involved in the running and management of the school, and to comment on the effectiveness of its policies and procedures.

To realise the school's objective of creating an environment free from discrimination and welcoming to all, the school will:

- Ensure that its services are open and available to all parents/carers and children in the local community
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation, learning need and disability do not inhibit a child from accessing the school's services
- Treat all children and their parents/carers with equal concern and value
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the school's programme of activities
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities
- Ensure that the school's recruitment policies and procedures are open, fair and non-discriminatory
- Endeavour to recruit a staff team that reflects the make-up of the school's local community
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities Policy as it relates to all aspects of its work
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident

- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000

The Head will be responsible for ensuring that the Equal Opportunities Policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receive appropriate training
- The Equal Opportunities Policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent

## Disability Equality

This school is committed to ensuring equal treatment of all its employees, pupils and all members of the school community who have any form of disability. We will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery. We will not tolerate harassment of people with any form of impairment.

The DDA defines a disabled person as someone who has “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”. Long term is meant as has lasted or is likely to last for more than 12 months. The definition is broad and includes learning disabilities, autism, dyslexia, diabetes, ADHD or epilepsy. It is likely that some children with SEND at Early Years Action Plus will also be defined as being disabled under the DDA guidelines. However not all children who are defined as disabled will have SEND. We recognise the distinction between ‘disabled’ and ‘SEND’.

This school recognises that it is the world and society that create barriers that limit or prevent disabled people from enjoying the same opportunities as people who are not disabled, and actively seeks to:

- Have high expectations of all children
- Promote equality of opportunity
- Eliminate discrimination that is unlawful under the DDA
- Eliminate harassment linked to disability
- Promote positive images of, and attitudes towards disabled people
- Encourage disabled pupils to participate fully in school life and provide a learning environment that is accessible to all children
- Take steps to take account of a pupil’s disability, even where this involves treating disabled pupils more favourably than other persons
- Ensure that children with a disability and their families have a voice in school

- Ensure all relevant risk assessments are in place
- Ensure staff are trained and confident
- Make provision for additional support and/or resources if necessary
- Make full use of a range of support services and agencies
- Put in place individual health plans where appropriate
- Ensure adults with a disability are treated with respect and care, and that they are not prevented from accessing their child's activities or learning
- Monitor the learning environment adapt where appropriate
- Ensure that through the curriculum, there are many informal opportunities for children to learn about and understand disability through chats and stories
- Incidents involving discrimination and harassment of people with disabilities are dealt with quickly and firmly. Parents are always involved with incidents of this type (see the school's Behaviour Policy)
- Assess the needs of children with disabilities on admission and work closely with parents and outside agencies to provide high quality care for each child
- Support staff, parents and visitors who are disabled

The school collects data on all children and analyses individual performance as part of our ongoing self-review system. Monitoring of children with disabilities is ongoing by all nursery-based staff. This is overseen by the SENDCO. Any issues are reported to the Head Teacher, who will report to Governors who review policy and provision.

## Racial Harassment

Our school is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and wholeheartedly adhere to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

The School accepts its duty to try to eliminate discrimination and to promote equality of opportunity and good race relations. All staff and children at the School are entitled to an environment free from harassment and discrimination.

Proactive steps can be taken to prevent racial harassment and discrimination, and the School believes that this is more effective than tackling a situation once it has already occurred. Therefore, alongside the procedures outlined later in this Policy to deal with incidents of racial harassment and discrimination, the School will:

- Ensure that all children are valued, irrespective of their race, colour, nationality or ethnicity

- Encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community
- Promote good relations between different ethnic groups and cultures within the School and in the wider community
- Ensure that different cultural and religious needs are met, understood and communicated to all individuals involved in the School
- Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. Some examples of unacceptable behaviour include the use of patronising words or actions towards an individual for racial reasons – including name calling, insults and racial jokes
- Threats made against a person or group of people because of their race, colour, nationality or ethnicity
- Racist graffiti or any other written insults or the distribution of racist literature
- Physical assault or abuse against a person or group of people because of their race, colour, nationality or ethnicity

All staff and children should be encouraged to take responsibility for promoting racial tolerance and for protecting each other from racial harassment and discrimination by reporting any suspected incident to the Head or another responsible person.

As an employer, the school is committed to ensuring that the workforce reflects the multicultural community that it serves.

To this end, the school will:

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places
- Ensure that the School's human resource procedures prohibit racial discrimination and harassment, and investigate any concerns when this is suspected of failing
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures
- Collect and monitor information about the ethnic background of the staff team and children

If a member of staff or a child becomes aware of an incident of racial harassment or discrimination occurring at the school, they will be encouraged to report the incident to the Head or other senior member of staff.

Any allegation made against a member of staff or a child will be investigated thoroughly. The individual concerned will be told that such behaviour will not be tolerated at the School, and that steps will have to be taken to ensure that it does not happen again.

Each incident will be fully investigated and details will be recorded.

In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation, in accordance with the provisions of the Behaviour Management Policy. However, if a solution cannot be found, then the School may have to inform the child and their parent/carer that they are no longer able to attend sessions at the School.

In the case of staff, provisions within the Staff Disciplinary Procedures will be activated and a record of the incident will be kept and made available to statutory authorities if appropriate.

The Head is responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential, with initials being used in the place of names. In cases where the Head is involved in an allegation, the Chair of Governors will handle the incident, or nominate a senior member of staff in their place.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion from the School, where all other efforts have failed to provide a satisfactory resolution.

This policy will be reviewed every 3 years – next review September 2023