

Equality

Category: Early Years

Risk Management and Legal Implications

Failure to manage risk may impact on the delivery of Service objectives and the outcomes achieved by Service users. Education and Children’s Services aim to mitigate the implications by ongoing management and review of risk in all elements of work activity.

The production of this document is one way in which we aim to reduce our exposure to risk. By providing staff with information on good practice, making reference to other guidance that is available across the Council and providing clarity on how we should do things, we can ensure that the management of risk is intrinsic to what we do.

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Equality for Nursery Children

The delivery of ELCC is underpinned by the central element and values of Getting it Right for Every Child (GIRFEC) which is the national approach to improving the wellbeing of children and young people.

“Everyone within each learning community, whatever their contact with children and young children may be, shares the responsibility for creating a positive ethos and climate of respect and trust.”

(Curriculum for Excellence – Health and Wellbeing across learning)

“Children and young people need to learn to respect and value other people and to develop an understanding of their beliefs and feelings. This will help them to develop positive relationships, promote equality and fairness and counter discrimination.”

(Building the Curriculum 1 – Health and Wellbeing)

“It crucial that children are given the opportunity and encouragement to access all areas of the curriculum from this early stage, so they have equality of opportunity in the future. We are expert in focusing on the needs of an individual child and being child-led.”

(Realising the Ambition – Being Me)

The principle of equality must be embedded within curriculum, philosophy and practice. The Education Service Equal Opportunities Guidance identifies the roles and responsibilities of the Education Service as employer, as well as outlining the roles and responsibilities of each Headteacher.

Equal opportunities for all are the law. It is not a favour that some people should be fortunate enough to receive – it is a right.

We promote equal opportunities which means the promotion of equality and fairness and the combating of discrimination and prejudice.

There will be two connected strands:

- Staff should not live and demonstrate something different from what they teach. All staff should act in a spirit of respect and egalitarianism.
- Children will learn about the issues involved in the title “Equal Opportunities” by staff example.

One of the greatest challenges is to change our own attitudes and behaviour to confront our own prejudices and to consider the messages which our nursery practices or the words we convey.

The Equality Act 2010 strengthens and harmonises all previous legislation into a single Act and provides greater protection against discrimination to anyone covered by the



Act. Public bodies such as Fife Council now must comply with both the general duty and specific duties.

'ELC provision must be delivered in a way that ensures equality of access for, and accounts for the varying needs of, all children. These needs can vary depending on a number of factors, including whether a child is disabled or has additional support needs, is from an ethnic minority background, or lives in a deprived area'.

(A Blueprint for 2020: The Expansion of Early Learning & Childcare in Scotland)

The following characteristics are protected:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The aims of equality education are to eliminate unlawful racial discrimination and promote equal opportunities and good equality relations in all areas of our nursery, including:

- Promoting positive behaviour
- Children's personal development and pastoral care
- A child-centred stimulating learning environment in line with local and national guidelines
- Admission and attendance
- Staff recruitment and professional development
- Partnership working with parents and carers
- Partnership working with the local community

Our aims and values are to ensure equal opportunities for all our children to maximise their potential and to support social inclusion and build caring communities.

"Dealing with Racism" is part of Fife's Care and Welfare strategy which provides an integrated approach to preventing harm and to identifying and responding to abuse.

The Headteacher will:

- ensure that the Equality Guidance is readily available to everyone associated with the nursery
- the Equality Guidance will inform the School Improvement Plan
- ensure that racial incidents are dealt with and recorded effectively in accordance with Fife Council's Anti-Racism Guidance
- actively promote all aspects of good race relations and aim to challenge prejudice and racism



- ensure that all curricular resources support education for equality across the curriculum
- monitor and review the nursery 's Equality and Anti-Racism Guidance
- co-ordinate education for race equality

Staff will:

- promote equal opportunities, mutual respect for all and good race relations while avoiding discrimination against anyone for reasons of race, colour, nationality, ethnicity or national origins etc
- deal with racist incidents and be able to recognise and tackle racial bias and stereotyping
- keep up to date with the law on discrimination by taking up staff development opportunities

The Equality Relations co-ordinator, is the Headteacher, who will:

- co-ordinate work on equality
- deal with reports on racist incidents

The nursery will adopt the Education Service Equality Guidance.

Aims

- To ensure that the nursery plays its part in promoting equal opportunities.
- To confront discrimination, prejudice and stereotyping.
- To provide equal access to the curriculum, regardless of gender, disability, race, religion or economic disadvantage.
- To develop a curriculum which reflects cultural and social diversity, including the music, stories and language of Scotland.
- To ensure that all staff act in a spirit of respect and egalitarianism, so that children learn by example.
- To foster attitudes of tolerance and understanding of others and encourage co-operation rather than competition.
- To provide staff training and development in Equal Opportunities.
- To involve parents in formulating, carrying out and monitoring the guidance.

How Aims Are to Be Achieved

1. Each school will have an Equal Opportunities Co-ordinator.
2. Good practice in ensuring equal opportunities will be identified in consultation with staff. Guidance on practice, procedures and responsibilities will be included in the staff handbook.
3. The designated "Equal Opportunities Co-ordinator" will regularly lead the staff team or planning group in:
 - a. identifying and planning staff training.
 - b. reviewing resources, activities and practice and suggesting appropriate resources, strategies and changes are in practice.
 - c. liaising with other staff and/or external agencies where necessary.
 - d. reviewing samples of written materials issued to staff and parents.



4. The curriculum will be planned and delivered within equal opportunity guidelines.
5. It is important that nursery children meet people who reflect the diversity of the community and positive gender models. Visitors will be planned with this in mind.
6. There will be written procedures for dealing with incidents of harassment or discrimination. All incidents perceived to be racist, involving staff, parents, visitors, children will be recorded using the Racist Incident Report Form.
7. Development plans will take account of guidance and should include details of appropriate training on Equal Opportunities.
8. Parents will be involved in carrying out and monitoring the guidance.

All staff have a responsibility to:

- Promote equal opportunities, mutual respect for all and good race relations while avoiding discrimination against anyone for reason of race, colour, nationality, ethnicity or national origins.
- Raise awareness of other cultures and help prepare pupils for life in a multi-cultural society.
- Deal with incidents of inequality and racism.
- Record and treat seriously any incident which they see or is reported to them. Incidents should be recorded on Care and Welfare forms and submitted directly to the Care and Welfare Co-Ordinator.
- Keep up to date with law on discrimination by taking up staff development opportunities.

Resources

Materials to support adult and children learning on issues of Race/Religion, Gender, Disability and Economic Disadvantage.

- Fife Council guidance: [\[OBJ\]](#)
 - "Equality of Opportunity". [\[OBJ\]](#)
 - "Promoting Race Equality in Your School"
 - "Dealing with Racism in Schools"
- Race Equality Guidance
- Scotlandagainstracism.com
- Right Respecting Nurseries
- Equality Act (October 2010)
- United Nations Convention on the Rights of the Child