

## Equal Opportunities Policy

At Stepps Primary we are committed to the philosophy of valuing and celebrating the diversity that exists within our local community. We aim to take positive action to ensure that staff, children and their families are not discriminated against on grounds of gender, race, colour, nationality, ethnic origin, disability or age.

We recognise that each child is an individual and has his or her own route to learning. The curriculum is planned to take account of individual needs and interests. The books and resources used in the nursery are selected to give positive images of those from Ethnic Minorities, the disabled and both sexes. A variety of Festivals and Special Events are celebrated every year, from cultures represented within our own community and outside. For example, Eid, Chinese New Year, Easter, Mothers Day, Harvest, Diwali and Christmas.

Staff have a duty to ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. Staff will challenge the sexism and acceptance of traditional roles that could be present in some children. Careful thought is given to routines so that sexism is not reinforced, for example children are not asked to line up as girls and boys, boys and girls are asked to tidy the home corner, girls as well as boys are asked to help with all tasks. Throughout all role-play areas in the nursery, boys and girls are encouraged to take on caring roles.

Activities are differentiated to enable children with Special Educational Needs to access the curriculum and the support necessary is provided.

Efforts are made to ensure that children with disabilities are not excluded from activities. Staff challenge the view that children with disabilities also have a special educational need.

At Stepps parents are valued as co-educators. This means the nursery values the contribution that parents/carers make to the educational success of their children whatever their background. We actively seek to engage with all parents/carers and use a variety of strategies to ensure this happens. On admission to nursery parents are encouraged to spend time settling their child in and requested to share information about their child's development so far.

Our admissions policy ensures no child is refused a place on grounds of gender, race, colour, nationality, ethnic origin or disability.

All staff are expected to subscribe to the above policy and are expected to challenge others and each other in a positive, supportive and sensitive way should racist, sexist or insensitive remarks be inadvertently made.

Revised June 2014