



Davenport Lodge Nursery School



Equal Opportunities Policy

This policy is reviewed on an annual basis

Annual Policy reviewed by **Susan Nalus** July 2024

Next date of Annual Review: July 2025f

Signed: *Susan Nalus*

Signed:

This policy has been adopted by the governors, is addressed to all members of staff and volunteers, is available to parents on request and is published on the school's website. It applies wherever staff or volunteers are working with pupils, including when this involves being away from the school: for example, on an educational visit.



DAVENPORT LODGE NURSERY SCHOOL

EQUAL OPPORTUNITIES POLICY

General Statement

Davenport Lodge Nursery School is committed to securing equality of opportunity for children through the creation of an environment in which individuals are treated on the sole basis of their merits and abilities. This commitment is shared by pupils and staff.

Aims

The Nursery School seeks to provide a framework for recognising and challenging discrimination on the grounds of race, nationality, age, ethnic origin, gender, marital status, sexual orientation, disability, political views and religious beliefs, and aims to ensure equal treatment for all.

Through objective class teaching and assemblies positive self-images are developed to help children value and respect differences between people.

Main Equality Areas

Race

We regard as racism any attitude held by a person or group of one ethnic origin towards an individual or group of different ethnic origin which is offensive, discriminatory or hostile towards the individual or group. We also consider racism to be behaviour, acts or expressions that reflect such attitudes; or any incitement to behaviour of that kind.

Gender

We consider sexism to be any attitude held by a person or group of one sex towards an individual or group of the other sex which is offensive, discriminatory or hostile towards the individual or group. We consider sexual harassment to be behaviour, acts or expressions that reflect such attitudes; or an incitement to behaviour of that kind.

Disability

We regard as unacceptable attitudes held by a person or group towards an individual with a physical disability which are offensive, discriminatory or hostile towards the individual. Expressions which reflect such attitudes are unacceptable; or any incitement to make others adopt such attitudes. The school has a disabled toilet and ramps for wheelchair access to the ground floor



classrooms. Reasonable adjustments will be made to enable disabled people to carry out their duties effectively.

Sexual Orientation

We regard as unacceptable attitudes held by a person or group towards an individual with regard to their sexual orientation which are offensive, discriminatory or hostile towards the individual. Behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes are unacceptable.

Religious discrimination

We regard as unacceptable attitudes held by a person or group towards an individual with regard to their religious beliefs which are offensive, discriminatory or hostile towards the individual. We regard as unacceptable behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes.

Mechanisms for Dealing with Any Incident of Discrimination or Harassment

- 1 Any such incident must be reported to the Headmistress.
- 2 Any incident will be investigated equitably and the findings recorded.
- 3 Parents/guardians of all pupils involved in the incident will be informed and invited to the school for a meeting with the Headmistress or the Business Manager.

Sanctions

Having been spoken to in order to explain why they caused offence, children will be required to apologise to those they have offended. (see the Behaviour and Anti-Bullying Policy).

- (a) An appropriate sanction will be applied.
- (b) In the case of repeat offences, parents could be asked to remove a child. (See the Behaviour Policy)

All members of staff are advised to be fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds of race, gender, disability, sexual orientation or religious beliefs. Where training opportunities arise via the Nursery School's INSET programme, these will be made available to staff.

Monitoring/Evaluation

By the Headmistress.