

EYFS Equal Opportunities Policy



Our Mission Statement – the reason our College exists

“Learning & Growing in the Light of the Gospel”

With Christ at the centre of our learning, we:

- *Help young people to achieve their greatest potential*
- *Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others*
- *Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini*

Our Vision Statement – the long-term change resulting from our work

‘Begin Here, Go Anywhere’

Ratcliffe’s unique educational offering based on our College motto, “Legis Plenitudo Charitas”, Love is the fulfilment of the Law, provides a perfect context within which young people may acquire the emotional knowledge and interpersonal skills necessary to live happy and purposeful lives. The College’s inclusive Catholic ethos is complemented by the outstanding quality of our College community through which our Mission, “Learning and Growing in the Light of the Gospel”, serves to nurture resilience and develop maturity. Young people leave Ratcliffe with a strong sense of who they are and their purpose in the world, equipped socially, emotionally, morally and spiritually to go forth and make a difference to the communities in which they live and work.

Author: R Ravat	Receiver: Teaching staff
Review Date: August 2025	Next Review: September 2026

Rationale

In line with the School's Mission Statement we aim to help students develop their gifts and talents: spiritual and social; intellectual and emotional; aesthetic and physical through the provision of a broad and balanced curriculum, which is responsive to, and supportive of, their needs and aspirations, fosters intellectual curiosity and academic achievement, and motivates them to grow to their full potential. Our Mission Statement is distilled into our Vision Statement, and our aim is to develop our children, pupils and students so that they have "Strength of Mind, Strength of Values, Strength of Purpose".

Aim

The EYFS at Ratcliffe commits itself to the active promotion of equal opportunities and is concerned with combating discrimination of any kind. We aim to be a community where everyone is treated fairly and with respect.

Ethos

- The Nursery values all children and staff regardless of their race, sex, beliefs, disabilities or religion.
- Discrimination on the grounds of gender, race, ability, disability or creed is not acceptable.
- All members of the Nursery community are encouraged to understand the needs of, and to develop positive attitudes towards all members of society.
- We aim to encourage children to develop positive attitudes about themselves and other people.

Curriculum

- The Nursery will provide opportunities across the EYFS curriculum that encourage recognition and discussion of equal opportunities.
- The content of the curriculum reflects and values diversity.
- The Nursery provides play materials, resources and activities that demonstrate diversity of background and ability and help to develop positive attitudes to differences of race, culture, language, gender, and ability.
- The curriculum is planned and monitored, considering children's needs. The Nursery teachers will ensure it is accessible to all students. The home background of every child is valued.
- Notices and displays throughout the Nursery School will reflect the needs and diversity of all children.

Admissions

- Admission to Ratcliffe College Nursery is administered fairly and consistently for all children, so that no child is disadvantaged through our admissions procedure.

- Where a child has a disability, medical or educational need, discussions will take place between parents/carers, Head of Nursery, SEND co-ordinator and SMT to ensure that the school is able to fully support the child in their learning.

Nursery site

- The Nursery will endeavour to make physical access to all areas to conform to the necessary guidelines.

Recruitment

- Publicity materials and recruitment procedures in the Nursery shall be designed to be non-discriminatory and welcoming all.
- Selection procedures will strive to achieve equality or opportunity for all applicants.

Links to other policies

Equal Opportunities Policy

EYFS PSHCE Policy

EYFS Special Educational Needs Policy

Review

This policy is reviewed annually by the Head of EYFS.