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EYFS Equal Opportunities Policy

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.

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.

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 curriculum is planned and monitored, taking into account children's needs. The Nursery teachers will ensure it is accessible to all students.
- Notices and displays throughout the Nursery School will reflect the needs and diversity of all children.

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.
- The Nursery will take positive action to encourage applications from under represented sectors of the community.

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.