



Equal Opportunities Policy

Review September 2012

Philosophy

We as a whole centre believe that everyone has the right to equal respect regardless of race, religion, ability, language, gender.

We believe that everyone has the right to equality of access to quality education.

We as a centre value all the different cultures found within our centre.

We value the contribution that these differing cultures can and do bring to our centre's community.

We believe in valuing the child as an individual and providing opportunities appropriate to their needs.

Parents and visitors will be welcomed and "given time" when visiting our centre.

We will follow set procedures for dealing with racist and other discriminatory incidents.

All school staff and governors will be responsible for implementing and upholding the policy.

Procedures

1: The resources used within the centre will reflect the centre community, showing positive images in relation to culture, race, ability, religion and gender.

2: Signs, notices and labels should be written in heritage and home languages used by children and parents in the centre.

3: Staff will ensure that all the curriculum areas are accessed by all the children eg: through invitation, with support, accompanying a child, etc.

4: A range of books reflecting cultures, religion and languages will be available for use by the children, parents and staff.

- 5: There will be regular monitoring of curriculum areas, resources and their use by all members of the staff and governors.
- 6: Staff will encourage good social behaviour from all children, showing respect for others, caring for, sharing, co-operating, expressing feelings and awareness of the feelings of others.
- 7: If these procedures are not followed then we will move to the next steps:
 - **Child** - parents will be called in. If necessary, further advice will be sought from other agencies.
 - **Parent** - initially, Senior Leadership Team will work with the parents to support and advise on the inappropriateness of the behaviour. If the behaviour continues, steps will be taken to exclude the parent from the site and advice sought from the Local Authority.
 - **Staff** - if after meeting with a member of the Senior Leadership Team the behaviour continues Greenwich disciplinary procedures will be implemented.

Parental Involvement

Parents will be invited into the centre to share their cultural celebrations and customs with the whole centre.

Parents will be asked to help with translations for notices and story books and tapes.

Parents will be invited into centre to participate in activities to act as positive role models.

Resources

Dual language books and tapes.

Signs and notices in heritage and home languages.

Musical instruments from a range of cultures.

Song tapes and music from a range of cultures.

Puzzles and games reflecting multi-cultural images.

Scripts in other languages in writing and book areas.

Role play equipment---dressing up clothes, home corner, cooking utensils, dolls, artefacts reflecting multi-cultural society.

Posters, pictures and displays reflecting positive images of gender, race, etc.

Costs for INSET training for both staff and governor