



# St Hugh of Lincoln Nursery School

## Equality and Diversity Policy

### **1. Statement of Principle and Intent**

St Hugh of Lincoln Nursery School is committed to valuing diversity by providing equality of opportunity for all children and families. We are obedient to the teaching of the Catholic Church about human equality, expressed in the *Catechism of the Catholic Church* (paras 1934-35). “*Every form of social or cultural discrimination in fundamental personal rights on the grounds of sex, race, colour, social conditions, language or religion must be curbed and eradicated as incompatible with God’s design.*” In our practice we therefore reject all unjust discrimination.

### **2. Aims**

We aim:

- (a) to provide a secure environment in which all our children can flourish and in which all contributions are valued;
- (b) to provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- (c) to promote equality and inclusion, to value diversity, and to improve our knowledge and understanding of anti discriminatory practice.

### **3. Methods**

#### Admissions

Our nursery school is open to children from all backgrounds, although as a Catholic parish nursery school we give priority to Catholic children should there be more applications than the number of places available. For further details see our **Admissions Policy**.

- (a) We provide information in clear, concise language, whether in spoken or written form.
- (b) We will endeavour to provide information in another language for any family who cannot fully access our information in English.
- (c) Our admissions policy comprises clear and fair criteria.
- (d) We ensure that all parents are made aware of our equal opportunities policy.
- (e) We do not discriminate against a child or his/her family, or prevent entry to our nursery school, on the basis of colour, ethnicity or social background, such as being a member of a travelling community or an asylum seeker.
- (f) We do not discriminate against a child with a disability or refuse a child entry to our nursery school because of any disability.
- (g) We develop an action plan to ensure that people with disabilities can participate successfully in the services offered by the nursery school and in the curriculum offered.

### Valuing Diversity in Families

- (a) At appropriate times, we encourage children at our nursery school to tell stories of their everyday life.
- (b) We encourage parents/carers to take a full part in the life of the nursery school.
- (c) We are aware that some families may have difficulty accessing information from or about our nursery school because of language barriers, or disabilities such as sight or hearing impairment or learning difficulties and we take steps to ensure that we communicate effectively with them.
- (d) We recognise that families have differing means and we offer information regarding sources of financial support.
- (e) We do not tolerate any unjust discriminatory behaviour by staff or parents. Any hostile or threatening behaviour arising from ideas of race is unacceptable on or around the premises; and we will act immediately to prevent any repetition such incidents.

### Employment

- (a) Posts are advertised and all applicants are judged against explicit and fair criteria.
- (b) Applicants are welcome from all backgrounds and posts are open to all in accordance with the criteria announced for each appointment.
- (c) We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable our nursery school to best meet the needs of the community.
- (d) The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- (e) We monitor our application process to ensure that it is fair and accessible.

### Training

- (a) We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- (b) We review our practices to ensure that we are fully implementing our policy for equality, diversity and inclusion.

### Curriculum

The curriculum offered in our nursery school encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- (a) encouraging and promoting high self-esteem in all pupils;
- (b) creating an environment of mutual respect and tolerance;

- (c) ensuring that children have equality of access to learning;
- (d) recognising the different learning styles of girls and boys, making appropriate provision within the curriculum to ensure that each child receives the widest possible opportunity to develop his/her skills and abilities;
- (e) positively reflecting the widest possible range of communities in the choice of resources;
- (f) promoting understanding of the cultural diversity within our nursery school, for example by exploring different customs, festivals and languages.
- (g) avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- (h) helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- (i) ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- (j) providing support for children learning English as an additional language so that they may gain the greatest possible benefit from the curriculum. We do our best to ensure that we can contact someone who will be able to speak to the child in his/her first language should the need arise during a nursery school session.
- (k) ensuring that children speaking languages other than English are supported in the maintenance and development of their first languages.

*Signed by (Chairman)* .....

*Dated* .....

*Review date* .....