Equal Opportunities/Racial Diversity Policy

To be reviewed Bi-Annually.
Policy Agreed October 2026. To be reviewed October 2028.

Everton Nursery School and Family Centre

Aim

The aim of the school/centre is that all children, families and other adults involved in the school/centre services and everyone working in and visiting the school/centre will be treated equally.

Objectives

That the school/centre acknowledges the nine protected characteristics:

- age,
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave, disability
- race including colour
- nationality
- ethnic or national origin
- religion belief or lack of religion/belief
- sex, sexual orientation and respects, promotes and celebrates the rich diversity of viewpoints, political beliefs, social class, economic prosperity, physical and mental health, cultures, abilities, age, gender, ethnicity, nationality, language, sexual orientation (including LGBTQIA – Lesbian, Gay, Bi-Sexual and Transgender, Queer or Questioning, intersex and Asexual and/or Allied people), within the local community and wider society.
- That the work of the school/centre meets minimum legislation and subsequent updates; Human Rights Act 1998, Disability Discrimination Act 1995/2005, The Special Needs and Disability Act 2001, Sex Discrimination Act 1975 as amended 1982/2008, Race Relations Amendment Act 2000, Race Relations Act 1976, Equal Pay Act 1970/1975/1984, The Employment Acts 1989/2002, Employment Equality (Religion or belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003/Goods and Services 2007, Equality Act 2004/2006/2010, Single Equality Act 2010, The Employment Equality (Age) Regulations 2006/2010.
- That children, families and practitioners have equality of opportunity in accessing the services and opportunities within the school/centre and realise their true potential unaffected by racism and other forms of prejudice.
- That the staff team listen to and respect the choices of children and their families and work in partnership with parents/carers and other professionals.
- That all staff constantly strive to challenge, confront and eradicate indirect and direct discrimination and prejudice whenever and wherever it is identified.
- That the principles of fairness and justice are promoted throughout all of the school/centre's services, structures and procedures.

Preventing discrimination

The staff team are committed to the ongoing development of an inclusive environment for all children and families. The strategies that are used include;

- Work is in partnership with families. The staff team believe that parents are children's first and enduring educators and that learning with parents is a fundamental aspect of their work.
- Planning for the learning of children and adults begins with what they know, understand and can do and builds upon their own culture.
- Planned experiences for children promote the rich diversity of Liverpool's life and culture that is enhanced by children and adults from all ethnic groups.
- Books and learning materials are used to promote positive images and are selected after consideration of bias, discrimination and stereotyping.
- Extending children's experiences and understanding of the world is supported through sharing festivals and celebrations from other communities.
- Creating an inclusive school/centre environment that recognises and promotes diversity e.g. through display work;
- Working within a more gender conscious framework so that the school/centre can be more inclusive for all parents/carers.
- Not tolerating bullying by adults or children within the school/centre.
- The school/centre early childhood curriculum 0-5 emphasises self-esteem, emotional well-being, respect for self/others and the development of positive attitudes.
- Racism is not tolerated from any adult or child. Any negative attitudes towards people from all ethnic groups is challenged and is then referred to the Headteacher/ Head of Centre.
- Regular staff training about equality of opportunity is undertaken.
- Fundamental British Values used to inform policy.

Monitoring and review

It is the responsibility of the Headteacher/Head of Centre to ensure that there is equality of opportunity for children, families, staff and visitors. It is the role of the Headteacher/Head of Centre to ensure that the school/centre's policy is understood by all staff and applied consistently at all times. All staff lead in promoting the principle of equality and liaise with the Governing Body in ensuring that there is no discrimination in the provision of services for children, families, practitioners nor in school/centre procedures which includes recruitment.

The Inclusion Co-ordinator monitors attendance and attainment of all children in the school/centre considers whether any individual or group of children or adults are causing concern. This is undertaken through ongoing assessments of all children, daily monitoring of registers, leadership team meetings and an annual review of our equal opportunities policy and practice. Where there are serious incidents these are recorded and reported to the local authority were appropriate e.g. following the LA Recording and Monitoring Racist Incidents Procedure (reported to School Improvement Liverpool and EMTAS). Any complaint about equality of opportunity within the school/centre is given serious consideration by the Headteacher/Head of Centre.

Policy Review

This policy was reviewed by a group of 5 Governors on Thursday 24th September 2026 and ratified at the main Governing Body meeting of Everton Nursery School and Family Centre Governing Body on Thursday 8th October 2026.