



# Early Years Equality Policy

This policy has been written in consultation with staff and governors of Runnymede St. Edward's School and with due reference to our Mission Statement:

***"Inspire, challenge and support all through faith."***

- Governors are kept informed of pertinent legislation changes and ISI updates through the Finance Committee reports.
- Staff are kept informed of pertinent legislation changes and ISI updates during weekly briefing.

<b>Version Control</b>	
Governor Co-ordination:	<b>Finance Committee</b>
Approved by Governors:	<b>Spring 2015</b>
Review Cycle:	<b>Tri - Annual</b>
Next Review Date:	<b>Spring 2018</b>
Last Amended:	<b>Autumn 2015</b>
Latest ISI Update Check:	<b>April 2016</b>
See also – Health & Safety Policy; Anti-Bullying Policy; Equal Opportunities Policy	



## **Runnymede St Edward's School: Mission Statement**

### **'Inspire, Challenge, Support through Faith'**

#### **Children's Mission:**

Into your hands Lord, we put each day  
all that we do and all that we say

#### **Child Protection Statement:**

Runnymede St Edward's School is committed to safeguarding children and promoting children's welfare and expects all staff, governors, volunteers and visitors to share this commitment and maintain a vigilant and safe environment. Everyone has a responsibility to act without delay to protect children by reporting anything that might suggest a child is being abused or neglected. It is our willingness to work safely and challenge inappropriate behaviours that underpins this commitment. The school seeks to work in partnership with families and other agencies to improve the outcomes for children who are vulnerable or in need.

Runnymede St Edward's School follows guidelines laid down by the **Liverpool Safeguarding Children Board** (LSCB: [www.liverpoolscb.org](http://www.liverpoolscb.org) 2015) and **Keeping Children Safe in Education** ([www.gov.uk](http://www.gov.uk) 2015)

#### **School Aims:**

##### **Faith**

To encourage and foster the spiritual growth of all and to make prayer an integral and enjoyable experience in our daily life.

##### **Individual Opportunities for Learning and Growth**

To provide experiences that broaden, enrich and extend the skills, talents and values of each member of the school community. We are an inclusive school and pupils with additional needs or for whom English is an additional Language are fully supported to enable them to achieve their potential.

##### **Relationships**

To provide a safe, caring and welcoming environment within which all are treated with respect, courtesy and kindness. Runnymede St Edward's School upholds British values and encourages respect for all.

##### **School and Wider Community**

To foster a spirit of co-operation and friendship between home, school and the wider community.

Runnymede St Edward's School is built on the tradition of our founders, the Congregation of Christian Brothers. Based on their vision, Runnymede is a place in which individuals can develop fully, contributing as happy and caring members of a school community. Children's unique talents are valued, and they learn to live as well-mannered, self-disciplined and confident individuals.

**For a detailed School Mission Statement please refer to the Mission Statement page of our website**



## **1 Aim of this Policy**

- 1.1** The aim of the policy is to ensure that all in Runnymede St Edward's school are treated equally, fairly and inclusively. It has regard to the Equality Act 2010 and the Children and Families Act of 2014 and encourages respect for all with particular regard to those with protected characteristics. The responsibility for equality lies with all members of the school community. A designated person, the Equality Named Co-ordinator (ENCO) ensures that 'Equality' considerations are given due consideration and support.

## **2 The role of the Equality Co-ordinator**

- 2.1** Work in collaboration with the Equal Opportunities Coordinator for KS1 and KS2 and with all staff to meet the equality requirements
- 2.2** Report to the Headteacher any problems which may arise
- 2.3** Work with all staff to develop and enhance the equality strands of race, gender, disability, age, sexual orientation and religion or beliefs.
- 2.4** Raise awareness of up-to-date legislation and curriculum initiatives
- 2.5** Plan for each child's care and requirements, by developing individual 'learning paths' in the EYFS curriculum.
- 2.6** Identify each child's needs which may lead to the development of learning difficulties and provide appropriate challenges for able and talented
- 2.7** Work in collaboration with the SENCO (Mrs Brophy) to promote the delivery of multi-equalities for those children who may need specific support and develop practical strategies which are tailored to the individual
- 2.8** Participate, as appropriate, in meetings which relate to the role of ENCO
- 2.9** Ensure that all school policies are inclusive by working in collaboration with all staff

## **3 Achieving Equality**

- 3.1** Runnymede St Edward's School aims to develop positive attitudes to diversity and difference so every child is included and learns to value diversity in others. This is achieved through the need for all children to have opportunities to develop their understanding:
- 3.2** Of what is right and wrong
- 3.3** By considering the consequences of words and actions for themselves and others
- 3.4** That all need to be treated with respect, whatever the needs, views, culture and belief of the individual



- 3.5** “Begin to know about their beliefs and cultures and those of other people” (Early Years Foundation Stage Statutory Framework 2007)
- 3.6** “To have access to an EYFS curriculum which meets the needs of all children and which delivers personalised learning opportunities and care to help children to get the best possible start in life”. (The Early Years Foundation Stage Practice Guidance)
- 3.7** To work in partnership with parents/guardians for the benefit of each child
- 3.8** The Early Years Equality Policy does not work in isolation but is an integral part of the ethos of Runnymede St Edward’s School.

#### **4 Parents as Partners**

- 4.1** Runnymede St Edward’s School is committed to work in collaboration with parents/guardians and any specific outside agencies to promote, value and support the needs of all children. This is achieved by developing and maintaining positive parent/school and pupil partnerships through:
  - o Having a firm belief in the school mission and aims and putting them at the heart of the school community.
  - o An open door policy
  - o Regular communication by the monthly Headteacher’s newsletter
  - o Parent/teacher meetings twice a year to discuss pupil progress in all areas
  - o Three reports a year.
  - o Information available on the website about the school
  - o Availability of school policies, either on the school website or by request
  - o Termly curriculum brochures
  - o Invitations to attend child led Collective Worship and other events
  - o Opportunities to gain knowledge of and celebrate other Faiths through the R.E. syllabus and listening and celebrating with children as they celebrate events in their personal religious faith, or culture
  - o Availability of staff to meet with parents/guardians to address any concerns
  - o Respect of dietary requirements
  - o Value the opportunity to work with specific outside agencies to support the needs of a child



## **5 Resources**

- 5.1** Resources are chosen to give pupils a balanced view of the world and an appreciation of the diversity of our multi-racial/multi- faith society.
- 5.2** In accordance with the school's mission and ethos, self-respect and respect for others will be developed by avoiding stereotyping.
- 5.3** Images and words, which reflect the positivity of society, will be used.
- 5.4** Runnymede St Edward's School monitors its books and play resources to ensure that they meet the Early Years Equality criteria and all staff involved in purchasing resources adheres to this.

## **6 Monitoring**

- 6.1** We have the highest expectations that the mission and ethos of Runnymede St Edward's School and all that is embodied in this policy will be followed by all.

## **7 Pupil Attainment:**

Pupil Attainment is achieved through

- 7.1** Planning and delivering an all-inclusive curriculum which is reviewed to ensure the effectiveness of current plans in meeting the individual needs and to improve the performance
- 7.2** Teaching and learning strategies which are regularly reviewed in order to achieve
- 7.3** The use of EYFS assessment procedures.
- 7.4** Planning for and taking into account the needs of pupils with individual needs and supporting them
- 7.5** EYFS meetings, where staff may discuss observations of pupils and discuss outcomes to develop a pupil's learning needs and understanding.
- 7.6** The SENCO may be asked to provide specific support for individual pupils

B. Slater - Headteacher

January 2016