

# Reading Early Years Schools Federation (REYS)



# Inclusion and Equal Opportunities Statement

**Date: March 2025**

**Date to be reviewed: March 2029**

## **Inclusion and Equal Opportunities**

The Governors are committed to providing an environment where children, parents, staff, and visitors recognise that all of us have equal value and a right to respect, regardless of race, gender, sexual orientation, disability, or culture.

We believe that enhancing self-esteem is an essential part of raising standards.

### **Aims**

1. To ensure that everyone who wishes to work within the setting, whether on a paid or voluntary basis should have the opportunity to do so, with the proviso that the needs and welfare of the children are paramount.
2. To show respect for the children in the setting, their families and society as a whole and welcome the diversity of the backgrounds from which they come.
3. To respect the individual needs of each child, and that we will provide the appropriate support and resources to meet these needs.
4. To allow children to develop in an environment free from prejudice and discrimination, where they will be encouraged to value the differences and similarities between themselves and others, both within and outside the nursery.
5. To choose materials that will ensure that stereotypes are avoided to give a balanced view of the world and help children to appreciate the multi-cultural and diverse nature of our society.
6. To use all available resources to enhance the quality of provision. We particularly value the specialist expertise offered by families.

### **Equality Objectives Statement**

As a REYS School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass, or victimise any child, prospective child, or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

We aim to promote children's spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for children's

and staff. Our schools are committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

### **Aims to Eradicate Discrimination**

At REYS, we believe that a greater level of success from children's and staff can be achieved by realising the uniqueness of individuals.

Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

### **Teaching methods and role of staff**

We are committed to having a balanced and fair curriculum. We believe that our children should be exposed to ideas and concepts that may challenge their understanding to help ensure that children learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

We will ensure that each child has equal access to the whole curriculum by careful observation and planning to support each child's individual needs. We will help children to recognise and respect the similarities and differences which society presents.

We have a commitment to build on and extend the resources available. This will include provision of equipment and training for staff.

### **Dealing with Prejudice**

The REYS federation will not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

As part of the REYS federation, our children are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

REYS employees will not:

- Discriminate against any member of the school
- Treat other members of the school unfairly

REYS employee's will:

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Promote equality and dignity in the Workplace

REYS federation do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at REYS federation, and we are continuously working towards a more accepting and respectful environment for our school's community.

### **Monitoring and Evaluation**

The team of staff will evaluate our work on a regular basis, celebrate and build upon successes, and identify areas that require further development.