



## Kinellar Nursery

# Equality and Fairness Policy

At Kinellar Nursery we follow the Aberdeenshire policy and procedures to ensure equality and fairness for all stakeholders.

We are committed to providing and maintaining equality of opportunity for all children, parents and carers within the group.

### **Equal Opportunities Statements of Principle**

- Discrimination on the basis of creed, colour, culture, origin, gender and ability is unacceptable throughout the school.
- Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other as individuals.
- We promote the principles of fairness and justice for all through the experience that we provide in school and nursery.
- We ensure that all children have equal access to the full range of opportunities provided throughout the school and nursery.
- Children's progress is monitored to ensure all children achieve success.
- Staff training is provided where relevant to ensure that all follow these principles.

### **Racial equality statements of principle**

- We are committed to combating discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- We are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make the whole school a welcoming place for all ethnic and national groups represented in our community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and through our Continued Professional Development scheme, provide opportunities for everyone to achieve.
- We strive to remove any forms of indirect discrimination that may form barriers to learning. (e.g. books reflect diverse society without negative images of some cultures)

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Equality and fairness (cont.)

**Methods of promoting racial equality**

- We follow Aberdeenshire admissions policy for both nursery school classes. This does not permit gender, race, colour or disability to be used as criteria for admission.
- Registration - Children's names are accurately recorded and correctly pronounced. Children are encouraged to accept and respect names from all cultures.
- We will regularly check our books, posters and other resources to ensure that they reflect a multi-racial society, positively and accurately. Boys and girls will have the opportunity to use, and be actively encouraged to use, all activities.
- In assemblies we use stories and poems from a variety of cultures.
- Opportunities to experience other cultures, languages and celebrations will be included in the curriculum.
- Children will be encouraged to welcome a range of different festivals together with the stories, celebrations and special food and clothing they involve as part of the diversity of life.
- Medical, cultural and dietary requirements will be met.

**Communication**

- Any information, written or spoken will be clearly communicated in as many different languages as necessary. Contact Jennifer Walker, Organiser of Bilingual Support to request Interpreting and Transition services. (01888562427)
- We access advice from the "English as an Additional language" support group. (EAL) Towie House, Manse Road, Turriff, AB53 4AY
- Care is taken to ensure that parents who have poor literacy skills receive support with newsletter and written information.

**Special Needs**

- We recognise the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. We take account of the needs of people with disabilities when planning meetings.