



**Runnymede  
St Edward's  
School**

# **EARLY YEARS EQUALITY POLICY**

**SUMMER 2011**

## EARLY YEARS EQUALITY POLICY

This policy has been written in consultation with the staff and governors of Runnymede St Edward's School and with reference to the mission statement.

**'Runnymede St Edward's School is a Catholic Community which reflects the spirit of Blessed Edmund Rice and aims to inspire challenge and support all'.**

The aim of the policy is to ensure that all in Runnymede St Edward's school are treated equally, fairly and inclusively.

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.

The role of the Equality Co-ordinator is to:

- Work in collaboration with the Equal Opportunities Coordinator for KS1 and KS2 and with all staff to meet the equality requirements
- Report to the Head teacher any problems which may arise
- Work with all staff to develop and enhance the equality strands of race, gender, disability, age, sexual orientation and religion or beliefs.
- Raise awareness of up-to-date legislation and curriculum initiatives
- Plan for each child's care and requirements, by developing individual 'learning paths' in the EYFS curriculum.
- By identifying each child's needs which may lead to the development of learning difficulties and provide appropriate challenges for able and talented
- Work in collaboration with the Learning Difficulties and/or Disabilities Co-ordinator (LDDCo) (Miss O'Keeffe ) 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
- Participate, as appropriate, in meetings which relate to the role of ENCO
- To ensure that all school policies are inclusive by working in collaboration with all staff

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

- Of what is right and wrong
- By considering the consequences of words and actions for themselves and others
- That all need to be treated with respect, whatever the needs, views, culture and belief of the individual
- "Begin to know about their beliefs and cultures and those of other people" (Early Years Foundation Stage Statutory Framework 2007)
- "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)

- To work in partnership with parents/guardians for the benefit of each child
- The Early Years Equality Policies does not work in isolation but is an integral part of the ethos of Runnymede St Edward's School.

### Parents as Partners

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:

- Having a firm belief in the school Mission and aims and putting them at the heart of the school community.
- Open door policy
- Regular communication by the monthly Head teacher's newsletter
- Parent/teacher meetings twice a year to discuss pupil progress in all areas
- Three reports a year.
- Autumn term social gatherings in Key Phases
- Information available on the website about the school
- Availability of school policies, either on the school website or by request
- Termly curriculum brochures
- Invitations to attend child led Collective Worship and other events
- 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
- Availability of staff to meet with parents/guardians to address any concerns
- Respect of dietary requirements
- Value the opportunity to work with specific outside agencies to support the needs of a child

### Resources

Resources are chosen to give pupils a balanced view of the world and an appreciation of the diversity of our multi racial society. In accordance with the school's mission and ethos, self respect and respect for others will be developed by avoiding stereotyping. Images and words which reflect positively of society will be used.

Runnymede 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.

### Monitoring

The school has high expectations that the school's mission and ethos of Runnymede and that embodied in this policy will be followed by all. Pupil's attainment is achieved through:

- 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
- Teaching and learning strategies which are regularly reviewed in order to achieve
- The use of EYFS assessment procedures.
- Planning for and taking into account the needs of pupils with individual needs and supporting them
- EYFS meetings, where staff may discuss observations of pupils and discuss outcomes to develop a pupil's learning needs and understanding.
- The LDDCo may be asked to provide specific support for individual pupils
- If an incident arises that the policy is not being followed, the Head teacher will be informed.

#### Review

This policy will be reviewed in 2011