

## **E10: EQUAL OPPORTUNITIES**

### **This Policy includes the Early Years Foundation Stage and Breakfast, Tea Time and Holiday Clubs**

Stretton School is committed to provide equality of opportunity for all children and families and take positive action to eliminate discrimination in all areas of their work. We are committed to working within the framework for Every Child Matters.

Stretton School works in accordance with all relevant legislation including

Disability Discrimination Act 1995

Race Relations Act 1976

Sex Discrimination Act 1986

Children Act 1989

#### *Aims*

We believe that the school's activities should be open to all children and families. We aim to ensure that all who wish to work in, or volunteer to help with our school have an equal chance to do so. There is a recognition of cultural diversity and differences, which are seen as positive attributes to the school.

Children are encouraged to value and respect themselves and others. We aim through relevant topics, discussions, drama, class and school rules and assemblies to ensure that our children understand that everyone is different and that we all support diversity. Provision has been designed to extend respect to the wider world and gives opportunity to support disadvantaged people through charity fundraising.

An environment exists whereby every member of the school:

- has the right to feel comfortable, safe, secure, equally valued and respected and recognises that people work at their best when this is achieved;
- has the right to grow and change, free from prejudice, stereotyping, harassment/bullying and negative discrimination;
- has the right to object to and/or reject language or behaviour, which is offensive and/or intimidating;
- has the responsibility to treat others with respect and to report any incidents of disrespect to the Headmistress or member of the School Advisory Board.

The school recognises that skilled and committed staff are one of the key factors in a happy and successful school. Our aim is to encourage, support and develop the abilities of all our staff, to help them to contribute as much as they can and to fully realise their potential. Reciprocally, members of staff and prospective employees will be expected to show that they empathise with, and are committed to, the aims of Stretton School.

### *Awareness and Implementation of the Equal Opportunities Policy*

- All members of staff, members of the School Advisory Board and prospective members of staff will be made aware of this policy.
  
- The success of the policy depends on the contribution made by every member of the school community, in his or her own behaviour, in discouraging discrimination by colleagues or pupils and in encouraging best practice.
  
- The Headmistress has a responsibility to encourage the staff to familiarise themselves with this policy, to avail themselves of relevant training and to attempt to change any discriminatory attitudes prevailing among their staff.

### *Admissions (Also see separate Admissions Policy)*

The nursery and school is open to every family in the community. The waiting list is operated from the date a child is registered. We use the following system for accepting children from the waiting list:

- Children need to be 12 months before they can start in Nippers.
- Children need to be 2 years and 6 months before they can start in the Nursery.

Families joining the nursery are made aware of its equal opportunities policy, which is regularly reviewed.

### *Employment (Also see separate Recruitment Policy)*

Any vacancies will be advertised internally as well as in the local press. This provides opportunities for existing members of staff and ensures that the school recruits the best balance of skills and knowledge available. The school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

## *Families*

Stretton School recognises that many different types of family group can and do successfully love and care for children. The school aims to offer support to all families. The school also offers a flexible payment system for families with differing means.

## *Festivals*

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

## *The Curriculum*

All children will be respected and their individuality and potential recognised, valued and nurtured. All pupils should be able to fully access all areas of the curriculum. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the nursery will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

The curriculum builds on pupils' starting points and is differentiated appropriately and ensures the inclusion of:

- Pupils with English as an additional language
- Pupils from minority ethnic groups
- Pupils with Special Educational Needs
- Both boys and girls
- Pupils who are gifted and talented
- Pupils who are looked after by the authority
- Pupils who are at risk of disaffection and exclusion
- Pupils with physical disabilities.

Extra curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture. The best possible provision is made for pupils to observe and exercise religious activities.

The teacher ensures that the classroom is an inclusive environment in which children feel all contributions are valued.

Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Please also refer to the policy on Children with Disabilities and Special Educational Needs, including 3 year Accessibility Plan

### *Resources*

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

### *Special Needs*

Stretton School recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise. The name of the school's SENCo is Mrs Wendy Masters, Manageress in Nursery.

### *Discriminatory Behaviour/Remarks*

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable at Stretton School. Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

## *Language*

Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. Bilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognised and respected at the school. (See separate Policy on English as an Additional Language).

## *Arrangements for monitoring, reviewing and evaluating*

All staff monitor all new children and are aware of cultural differences. These are included in teaching where possible; art, geography, assemblies. Resulting discussion and work helps evaluate success and understanding. This is continual. The School Advisory Board also reviews the Equal Opportunities Policy annually to ensure it promotes and values diversity and inclusion.

The School Council discusses support for a named charity relating to physical difficulties, behavioural differences and geographical background and wealth. They discuss and review success and value of effort. Children are encouraged to comment in class. All resources are reviewed regularly to ensure they reflect the inclusive ethos of the school.

Date: September 2014

Reviewed: September 2015, September 2016 & September 2017

Review Date: September 2018