



Grange Park Prep School

Equal Opportunities Policy

Document created by:	Flavia Rizzo (Headmistress)
Scrutinised by:	Flavia Rizzo 18 th September 2017
Reviewed by:	Susan Stark September 2017
Review	September 2018

This policy has regard to the Equality Act 2010 and should be read in conjunction with: Curriculum, SEN and Behaviour, Discipline and Sanctions policies. The policy applies to the whole of Grange Park Prep School, which also includes the Early Years Foundation Stage.

GENERAL STATEMENT

At GPPS we recognise the benefits of having a diverse School Community, with individuals who value one another, and the different contributions everyone can make. Pupils will be taught to value and respect others and we take great care to treat each individual as a person in their own right, with equal rights and responsibilities, whether they are an adult or child. Discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, sexual orientation, disability, political views and religious beliefs has no place within GPPS.

We aim to:

- Provide a safe and welcoming background for all our community.
- Make everyone feel valued and good about themselves.
- Help children to understand that discriminatory behaviour and remarks are unacceptable.
- Prepare our pupils for living in a complex multicultural society.
- Provide a curriculum which emphasises the positive aspects of all cultures and of cultural diversity in society.
- Enable pupils to take responsibility for their behaviour and relationships with others.

STAFF

Appointments:

- GPPS welcomes applications from appropriately qualified persons regardless of sex, race, religion, disability or age.
- Candidates for vacant posts will be assessed against relevant criteria only i.e. skills, qualifications and experience in selection for recruitment.

Staff Development

- All employees have equal chances of training, career development and promotion.
- All members of staff will be offered induction training which will include a reference to the GPPS equal opportunities policy.
- We give the opportunity to attend courses to staff who:
 - Have identified an area in which they wish to improve their own knowledge and expertise.
 - Have been identified through inspection or appraisal as having a training need.

We expect all staff to behave in a professional manner, follow this policy and try to be consistent, sensitive and fair. We expect them to challenge others who make discriminatory remarks.

PUPILS

By our curriculum we aim to:

- Ensure that the needs of all children are met and that children have equality of access to learning.
- Ensure the curriculum offered is inclusive of children with Special educational needs by making the necessary reasonable adjustments to the curriculum or learning environment. (please see SEN policy, SENCO: Mrs Tudor)

To promote these aims the School will:

- Treat all pupils the same with regard to school rules, behaviour and sanctions to create an environment of mutual respect and tolerance.
- Address equal opportunities matters through Assemblies, using pupil presentations wherever possible, and PSHCE lessons.
- Celebrate a wide range of appropriate festivals.
- Whenever possible in the curriculum, educate pupils about the importance of equal opportunities, and about other people, their cultures and religious traditions.
- Through the actions of staff, foster a climate of validity for other cultures and backgrounds.
- Choose resources to reflect diversity in the immediate and wider society.
- Ensure that schemes of work reflect the interests of children from different backgrounds.
- Discourage judgements made on social background, race or religion.
- Termly analysis of individual attainment, behaviour and other pupil data.
- The school is committed to working in partnership with parents and other agencies in order to ensure equal opportunities for all.
- Ensure that teachers by careful use of language and choice of resources avoid reinforcing stereotypical views.

Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. We will help children to learn to about a range of food, cultural approaches to meal times and eating and to respect the difference between them.

Dealing with issues

Where issues arise they will be dealt with in a quiet and sensitive way between the members of the school community involved. Sometimes issues may be approached through PSHCE activities, to explore the feelings involved and the resolution of the problem. Where an issue continues to be a cause for concern the school behaviour policy will be followed and sanctions will be followed.