



Polwhele House

CORNWALL'S PREPARATORY SCHOOL

Equal Opportunities Policy

This is the Equal Opportunities Policy for Polwhele House which includes the Early Years Foundation Stage and After School Clubs. It is published on our website for parents of current and prospective pupils.

Introduction

At Polwhele House we believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the Early Years, and encourage an anti-discriminatory approach to the world in general, and other human beings in particular. We believe that all people should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect.

We work successfully to:

- create an environment that is stimulating, welcoming and purposeful for all members of the school community;
- promote a Christian ethos;
- enhance children's quality of learning through the delivery of a broad, balanced, relevant and creative curriculum, where each child is challenged to achieve his/her full potential;
- provide a range of educational and social experiences, free from discrimination, appropriate to the age, ability and needs of our pupils
- encourage children to be tolerant, caring and respectful towards others, their community and the world around them;
- value and celebrate the contribution stakeholders make to further improving standards in all areas of school life;
- promote, encourage and sustain the physical & emotional health and well-being of all members of the school community.

Aims and objectives

- The school complies with the Equality Act 2010 ensuring legal protection against discrimination in relation to the nine protected characteristics defined in the Act.
- We do not discriminate against anyone, be they staff or pupil, on the grounds of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- We promote the principles of fairness and justice for all through the education that we provide in our school.

- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of the wider community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Our Practice

- This policy is made available to all parents and staff and is on our school website.
- Parents who are experiencing problems with the English language, both spoken and written, are offered support.
- Volunteer, local speakers or personalities who reflect the diversity of the local community are invited to visit Polwhele House.
- We discuss with parents before their child starts at Polwhele House to establish their concerns about their child's specific emotional, medical, cultural or religious needs.
- We celebrate a variety of festivals and special events each year from cultures represented within our community and outside.
- Our curriculum plan takes into account each child's individual route to learning.
- We give the children equal opportunities and equal access to the full range of activities available, including visits and trips outside school.
- During play we encourage children to respect and value each other. We discourage them from making hurtful and unkind remarks. Staff ensure that children are helped toward understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background.
- We challenge and deal with inappropriate practices and attitudes promptly.
- We record any seriously inappropriate racist or sexist comments made by children and staff, including volunteers and students.

Anti-racism

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. We endeavour to make our school a welcoming place. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

The role of the Managing Council

The Managing Council has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. The Managing Council seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Managing Council take all reasonable steps to ensure that the school environment gives access to people with disabilities. The Managing Council make reference to arrangements for disabled pupils in the school's Disability Policy.

The Headmaster welcomes all applications to join the school, whatever background or disability a child may have. The Managing Council ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. All children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion were to affect the school uniform, then the school would deal with each case sensitively and with respect for the child's cultural traditions.

The role of the Headmaster

It is the Headmaster's role to implement the school's equal opportunities policy and he is supported by the Managing Council in so doing. It is the Headmaster's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

The Headmaster ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities. He promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headmaster treats all incidents of unfair treatment and any racist incidents with due seriousness.

The role of the Class Teacher

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups. When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. All our teachers challenge any incidents of prejudice or racism. We record any serious incidents and draw them to the attention of the Headmaster.

Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and review

It is the responsibility of our Managing Council to monitor the effectiveness of this Equal Opportunities policy. They do this by:

- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the Headmaster to report to Managing Council on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school Behaviour, Discipline and Exclusion Policy, so those pupils from minority groups are not unfairly treated.

Links to other policies:

Health and Safety Policy
 Catering, Healthy Eating and Food Hygiene Policy
 Disability Policy, Special Educational Needs and Accessibility Plan
 Behaviour, Discipline and Exclusion Policy
 Child Protection Policy

Reference to OFSTED Standard 9

The registered person and staff actively promote equality of opportunity and anti-discriminatory practice for all children.

Children Act Regulations in relation to our policy

None apply

Reviewed: April 2011, September 2011 (DM), Mar 2013 (SMT), Feb 2014 (SMT), March 2017, October 2017

Review date: According to the school’s policy review cycle

Signed by
Principal

Dated: