

Hull Collegiate Prep School

Foundation Stage

Equal Opportunities Policy

Foundation Stage Rationale

In Hull Collegiate Prep School Foundation Department 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.

The school is committed to equality of opportunity, both for employees and for pupils. The school will not tolerate harassment or unfair discrimination on the grounds of gender, marital status, race, colour, nationality, ethnic or national origin, disability, age, religion or sexual orientation.

“All providers must have and implement an effective policy about ensuring equality of opportunities and for supporting children with learning difficulties and disabilities.....Providers have a responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they will learn from the earliest age to value diversity in others and grow up making a positive contribution to society.” EYFS Statutory framework 2008

Whole School Procedures for Hull Prep School:

For employees, the school will promote the use of flexible working patterns where this is feasible, to assist staff in balancing home and work responsibilities. The school will treat staff fairly irrespective of each employee's working arrangements.

We aim to equip all pupils irrespective of their age, gender, race, religion or disability to fulfil their potential at school by enabling them to discuss and develop their own qualities and abilities and become confident and efficient learners.

The school recognises that there may be pupils from differing religious beliefs and therefore it is important that we are sensitive to these issues.

As a school we must aim to broaden the personal, educational and vocational horizons of our pupils where previously these have been limited by reason of age, gender, race, religion and disability.

It is the school's aim to give every employee and pupil an equal chance to develop and fulfil their potential. Hull Prep values the contribution that each person makes to ensure the success of the school.

The school is committed to tackling racial or other discrimination and promoting equality of opportunity and good race relations. It is important that all employees are fully aware of the policies set out below and that they seek to ensure that they are applied.

In order to provide equal opportunity, it is the policy of this school that we:

- Examine occasions when pupils may be separated by gender for activities. Such separations should only be made where there is good and positive cause. Pupils should not be separated by race, religion or disability.
- Examine their assignment of tasks to boys and girls. Examine their social, academic and behavioural expectations of boys and girls and, wherever it is found that boys and girls are treated differently, assess where there are valid educational reasons for these differences. Pupils should not be assigned tasks by race, religion or disability.
- Examine the expressions used in school administration and classroom organisation and wherever categorisation is specifically by gender, assess whether this serves any real purpose. All categorisation by race, religion or disability is to be avoided.
- Examine the use of language in the school and ensure that terms are not used which may be racist or use gender as a form of abuse or denigration.
- Examine materials used within the school to ensure that they do not offer messages that are inconsistent with this policy.

It is possible that from time to time it may be necessary for the school to consider active intervention in some areas if we feel that there is inequality of opportunity for any reason.

Monitoring

The Head of the Prep School, or a person assigned to take responsibility for the application of this policy, will monitor and assess the effectiveness of the Equal Opportunities Policy. All employees should be aware of the policy and are expected to apply the policy in their duties at the school.

Areas to be Monitored

The school will monitor the following areas of school activity to ensure equality of opportunity for all:

- Pupils achievement and progress

- Curriculum, teaching and learning (including language and cultural needs)
- Assessment
- Staff recruitment and career development
- Pupil behaviour and discipline
- Admission procedures

Monitoring will take place on a continuous basis.

Statutory Guidance

Hull Prep School is fully committed to ensuring that the provisions of the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Equal Pay Act are consistently applied.

Specific Implementations of the policy relating to the Foundation Stage:

The Foundation Stage Coordinator will ensure that:

- New members of staff, including students and volunteers receive copies of the Equal Opportunities Policy, and that this is discussed with them during their induction meeting;
- The Equal opportunities Policy is made available to all parents and carers;
- Every effort is made to translate the policy into languages commonly used in the local community;
- Parents who are experiencing problems with the English language, either spoken or written, are offered support;
- Every effort is made to use and celebrate the child's first language, whilst also providing support in developing their use and understanding of English, and relevant agencies and support networks will also be contacted as appropriate;
- Reasonable adjustments are made to the premises to cater for anyone with any form of disability;
- Every effort is made to obtain suitable specialist equipment, aids or resources;
- Volunteers, local speakers or personalities who reflect the diversity of the local community are invited to visit the school.

Our practice:

- The Equal Opportunities Policy applies to every staff member, parent, carer and child. Each person is valued as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for.
- Nobody in the Foundation Stage is subjected to discrimination, racist comments or gender bias. Cultural or religious diversity is respected.
- We exchange information with parents during the induction process to establish any concerns about their child's specific emotional, medical, cultural or religious needs. The parents' contributions are recorded and relayed to other members of staff at the relevant staff meeting.

- We value parents as their child's first educators, and staff work closely with parents to share information, experiences, conversation and quality time, thus promoting positive role models for their children.
- We cater for cultural, religious and medical differences at all snack and mealtimes.
- 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.
- We monitor activities on a regular basis to ensure that every child has freedom of choice, time for discovery and support when necessary.
- During play we encourage the children to respect and value each other. We ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background through example, support, discussions, explanations and praise of positive behaviour.
- We challenge and deal with inappropriate practices and attitudes promptly.

Staff training:

- We keep staff informed and updated on new legislation, and train them accordingly. We display information on new national initiatives and Early Years Development and Childcare Partnerships (EYDCP) courses.
- 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 an inspection or an in-house appraisal as having a training need;
 - want to further their own personal development.
- We expect all staff to behave in a professional manner, to follow the above policy, to be consistent, sensitive and fair and to challenge any inadvertent racist, sexist or insensitive remarks.

Equipment:

We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities and gender in and around school.

Links to other policies:

- Suitable Person
- Organisation

- Care, Learning and Play
- Physical Environment
- Equipment
- Safety
- Health
- Food and Drink
- Special Needs
- Behaviour
- Working in Partnership with Parents and Carers
- Child Protection
- Documentation

JAM March 2010
To be reviewed March 2011

If you have any concerns regarding this policy please discuss them with Mrs Maltby