



EQUAL OPPORTUNITIES POLICY

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| Whole School | |
| Statutory? | |
| Responsible: | SLT |
| Reviewed: | February 2020 |
| Next Review: | February 2023 |

Fairstead House

EQUAL OPPORTUNITIES POLICY - PUPILS

incorporating the Early Years Foundation Stage

INTRODUCTION

Promoting equal opportunities is fundamental to the aims and ethos of Fairstead House School. We are committed to encouraging and achieving a working environment that is underpinned by fairness to all individuals, where their talents and personal skills are recognised, encouraged and valued. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Fairstead House School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We believe that the overall educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

Fairstead House aims to provide equality of opportunity for all children, families in school and all adults committed to their education and care. Fairstead House recognises the needs of individual children and will ensure that all reasonable steps have been taken where possible to make adjustments alter physical features which could have made access to school difficult. In this respect we have regard to the Equality Act 2010 and will comply with its requirements to maintain accessibility to education for all children.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Admissions, Special Education Needs (SEN).

Every individual is unique and should not be discriminated against in terms of:

- Gender, or gender identity
- Ability
- Race
- Culture
- Religion or individual beliefs

All members of the School community will be encouraged and supported to participate in all activities. They will be encouraged to respect each other's needs, to be helpful, sociable and considerate.

All children will be respected and their individuality and potential recognised, valued and nurtured.

All children with learning difficulties and disabilities are provided with equality of opportunity and support.

Fairstead House

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

Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in school.

Working in partnership with parents, children's medical, cultural and dietary needs will be met. This also applies to adults in school.

We aim to acknowledge and respect all as individuals.

PUT INTO PRACTICE

The Special Education Needs Co-ordinator is Mrs Suzy Mallen.

All staff play an active role in monitoring the implementation of the school's policy on Equal Opportunities. Use is made of Assemblies, PSHEE, R.E., Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our Behaviour- Rewards and Sanctions and Anti-Bullying Policies contain clear procedures for dealing with unacceptable behaviour. Fairstead House School has strong and positive support from parents who fully accept the school's ethos of tolerance and respect.

MONITORING

Fairstead House School self-monitors its Equal Opportunities Policies. As part of that process, we welcome any complaints, concerns or comments from parents, visitors, children and staff. Any comments deemed to be racist or discriminatory in the EYFS are recorded.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

ENGLISH AS AN ADDITIONAL LANGUAGE

Our SEN Policy outlines the strategies and opportunities we can put into action for children with Language Needs.

Fairstead House

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Fairstead House School has a Christian ethos, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths or from a non-faith background. The Head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's policy on health and safety. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

We hope that you and your child will not have cause to have any complaints about the operation of our Equal Opportunities Policy; however, copies of the School's complaints procedure are available for you on request. Once you register a complaint it will be fully investigated, and where appropriate action will be taken in accordance with our Complaints Policy.