



ALPHA PREPARATORY SCHOOL EQUAL OPPORTUNITIES POLICY

This policy relates to the whole school, including the Early Years Foundation Stage (EYFS).

Aims

It is the aim of the school to:

- provide equal educational opportunities for all of our pupils
- counter discrimination, including that based on religion, culture, gender, age, disability or sexual orientation
- promote understanding of tolerance and respect within the school and within the school community
- monitor our practice and effect appropriate change as and when necessary, and appropriate

Statements of Principle

Respect for all human beings means ensuring that no individual is treated in a prejudicial way because of disability, gender, ethnic origin, religion, age, sexual orientation or other characteristic. Equality of opportunity is important for staff, as well as pupils, and we all have a responsibility to ensure that equality permeates through to all aspects of school life.

Practice

- We monitor our admissions procedure to identify and reduce any potential discrimination against boys/girls, age, disability, cultural or ethnic background.
- We review academic results to ensure that no group of children has been disadvantaged and will take remedial action as needed.
- We will have high expectations of success for all our pupils and provide a curriculum that is broad, balanced, differentiated and stimulating so that all pupils across the ability range can achieve their potential.
- We celebrate differences and diversity in assemblies and through our 'Jigsaw' PSHE scheme of work.
- We will make reasonable adjustments for pupils in our school with a disability to enable them to access their full entitlement to the curriculum.
- All pupils will have access to the full curriculum, extra-curricular clubs and activities and opportunities to take part in assemblies, productions and concerts.

- Heads of Departments will ensure that the syllabus, teaching resources and displays are free from stereotyping and promote a positive understanding of contributions made by different groups in society as a whole.
- Staff will challenge any views about stereotyping and report incidents of discrimination to the Senior Leadership Team.
- Staff will act as positive role models to promote equality throughout the school community and will be careful to consider how groupings, teaching material, expectations and comments may reinforce stereotypes or limit the opportunities for certain groups of children.
- The views of the School Council will be used to help adjust our practice if required.
- We will encourage and promote an ethos of respect and tolerance through assemblies, PSHE discussions and classroom practice.

Staff

Members of Alpha Preparatory School will also adhere to the principles of equal opportunity in all aspects of the recruitment process.

Staff complaints about discrimination or harassment will be dealt with through the school's disciplinary procedure, which can be found in the Staff Handbook.