

PRENTON PREPARATORY SCHOOL

EQUAL OPPORTUNITIES POLICY

At Prenton Preparatory School we are committed to equal opportunities for all and base our policy on the protected characteristics as detailed in the Equality Act 2010.

We value all people and treat them fairly.

The whole staff at our school should have an awareness of and sensitivity towards the interests of all being particularly mindful of the areas highlighted in this document.

All members of staff need to understand and uphold the school policy at all times.

1. The whole staff should seek to promote the school policy and to improve their awareness of the necessity of equal opportunities generally by:
 - regular discussions on issues raised;
 - school inset days;
 - talking to pupils and parents of ethnic minorities in school and in the wider community;
 - building up their knowledge from publications by people from other cultures;
 - selecting appropriate literature;
 - making certain that cultural diversity is reflected and welcomed in resources generally.

2. Staff must ensure that the curriculum provides equal opportunities by promoting:
 - situations, activities, materials and examples of equal interest to boys and girls
 - confidence in all pupils by balancing working individually with collaborating in groups;
 - equal interaction between pupils and teachers of both genders;
 - equal opportunity to read aloud, perform, discuss and give opinions while ensuring lack of bias in topics, themes etc;
 - a range of contexts to reflect the interests and achievements of both men and women in all areas i.e. literature, science, environmental issues, history and religion;

- compensatory use of resources for those children who have no access to them beyond the classroom;
 - through discussion, girls to consider careers in all areas;
 - equal opportunity in sports e.g. girls play football, boys play netball and promoting positive images of sportsmen and women;
 - religious education, personal and social education to give pupils the opportunity of exploring attitudes in relation to gender issues and of contributing to the elimination of racism and sexism.
3. Equal opportunities should permeate the whole school curriculum and be reflected in the ethos of the school. This can be achieved by :
- mixing children wherever possible both in ability and gender i.e. P.E., Assembly, Play;
 - group work in mixed ability groups in class where children are encouraged to help each other;
 - the House System;
 - use of non-specific gender terms e.g. fire-fighter;
 - ensure that children know that each job can be done by a man or a woman even when it is not the traditional view;
 - use comments like “Girls can’t play football!!!”, “Boys don’t cry” as a basis for discussion to show what is acceptable;
 - encourage all children to give their opinion and have a fair hearing;
 - teaching children to speak to an adult when unhappy about something;
 - all children to be aware of unacceptable behaviour especially: FIGHTING, THREATS AND NAME CALLING;
 - outlawing remarks based on prejudice against race, creed or colour.
4. Encouraging equal opportunities for children of every race and culture can be achieved by:
- establishing a close relationship with the Parents when the child joins the school;
 - eliciting information regarding any special requirements the child may have e.g. special diet;

- discussing the religious education syllabus and its relevance to the child.

Disability - the whole school should be aware of the rights of people with a disability and their right to access the curriculum and the school.

Resources - the school is committed to building a pool of information on various cultures, disabilities etc, and to forge links with people in the wider community who can help.

Last reviewed:	September 2021
Date of next review:	September 2022
Member of staff responsible for review	M. T. R. Jones