

Equal Opportunities Policy (inc. EYFS)

EDUCATE | EXPERIENCE | EXCEL



Updated: Sept 2023, Sept 2024, Sept 2025, Sept 2026

Review date: Sept 2027

Policy Owner: Headteacher

Statement of intent

Danesfield Manor School takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or child. Danesfield Manor School is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, ethnic or national origin, or political belief, has no place within Danesfield Manor School.

A commitment to implementing our equal opportunities policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Headteacher/Early Years Manager/ Inspired Learning Group at the earliest opportunity.

The legal framework for this policy is based on:

- Children Act 1989
- Children Act 2004
- Children and Families Act 2014
- SEND Code 2015
- Equality Act 2010
- Human Rights Act 1998
- Education Act 1996

Danesfield Manor School and its staff are committed to:

Ensure that the recruiting, selecting, training and promoting of individuals is on the basis of occupational skills requirements. In this respect, Danesfield Manor School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion/belief, colour, cultural or national origin, or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training. Danesfield encourages respect for other people, with particular regard to the protected characteristics under the Equality Act 2010.

The protected characteristics as listed in section 4 of the Equality Act 2010 are as follows:

- a. Age
- b. Disability
- c. Gender reassignment
- d. Marriage and civil partnership
- e. Pregnancy and maternity
- f. Race
- g. Religion or belief
- h. Sex
- i. Sexual orientation

- Providing a childcare place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances, and the School's ability to provide the necessary standard of care

- Striving to promote equal access to services and projects by taking practical steps, (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media
- Providing a secure environment in which all our children can flourish and all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity
- Providing positive non-stereotype information about different ethnic groups and people with disabilities
- Improving our knowledge and understanding of issues of equality and diversity
- Regularly reviewing childcare practice to ensure the policy is effective and practices which are discriminatory
- Making inclusion a thread, which runs through all of the activities of the school including encouraging positive role models through the use of toys, imaginary play and activities that promote non-stereotyped images.

Admissions/ service provision

Danesfield Manor School is accessible to all children and families in the local community and further afield through a comprehensive and inclusive admissions policy.

Danesfield Manor School will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups. Please see the School's Accessibility Plan for more information.

Recruitment

Danesfield Manor School will strive in its recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Adverts will include the following statement:

"Inspired Learning Group - striving towards equal of opportunity"

Every effort will be made to ensure there is a representative balance on the selection group and all members of the group will be committed to equal opportunities practice as set out in this policy and will have received appropriate training in this regard.

Application forms will be sent out along with a copy of the equal opportunities policy. Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent.

At interview no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. At interview, all candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

It is the policy of Danesfield Manor School not to discriminate, whether directly or indirectly in the treatment of others. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy.

Curriculum

The curriculum offered in the School encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that children have equality of access to learning
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypes or derogatory images in the selection of materials
- Celebrating a wide range of appropriate festivals
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

It is the policy of Danesfield Manor School to recognise and acknowledge that each and every child is an individual and that all diversities of personalities, abilities, culture and character will be respected and nurtured.

Every employee will recognise and observe and report on child's abilities and will seek to meet the needs of every child as an individual, encouraging them to actively participate in activities, even if this means adapting the activities to meet their particular needs.

Currently there are groups of children who may experience disadvantage in the education they receive because of their special educational needs, gender, ethnic or socio-economic background. Equalising opportunities means ensuring that all children can achieve and that these achievements are valued.

There are three key elements to equalising opportunities:-

1 Equality of Opportunity

It is not enough to provide a curriculum and leave children to benefit from it. Danesfield Manor School's role is to promote access to it and development through it. An accessible curriculum will have elements in it that attract all children, because they are recognised by all.

2 Equality of Contribution

Children do more than receive knowledge; they contribute themselves to the process of education by bringing to it their own cultural experiences, values and perspectives. Danesfield Manor School must utilise such contributions in the learning process.

3 Equality of Esteem

Children need to be visibly shown esteem as individuals, children and family members in order to develop self-esteem. The partnership between the parent and the School in the education of the child will be particularly important.

Food

We will work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

We will help children to learn about a range of food, cultural approaches to meal times and eating, and to respect the differences among them.

Meetings

Meetings will be arranged to ensure that all families who wish to, are able to attend them.

Information about meetings and activities will be communicated in a variety of ways according to individual needs (written, verbal and translated), to ensure that all parents have information about access to the meetings.