

# Date Valley School

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## **Equal Opportunities Policy Statement**

Our equal opportunities policy means treating everyone with equal concern according to their individual needs. We aim to develop the intellectual, physical and social potential of all children to the full, Insha Allah.

The Staff of Date Valley School are committed to promoting understanding of the principles and practices of equality and justice. Our school positively supports the aims of the Disability Discrimination Act (2001).

### **Aims:**

- To help to ensure that the school promotes the individuality of all children, irrespective of special educational need, sex, race, culture, social group, origin, ability or disability
- To remove all barriers to opportunity, whether overt or covert
- To eliminate stereotyping
- To recognise value, and develop the worth and potential of each individual
- To encourage positive attitudes and relationships
- To encourage confidence in all children
- To encourage a sense of personal and collective responsibility

### **Objectives:**

- Children will be encouraged to participate in all areas of the curriculum
- Children will be encouraged to develop an awareness of themselves in relation to others
- Children will be given opportunities to address and gain an understanding of equal opportunity issues including 'discrimination'
- Children will be encouraged to have friendships between children of different racial and ethnic groups
- All staff should challenge stereotyped attitudes and be fair in the way they allocate time and resources
- Teachers should be alert to differing learning styles and use a variety of teaching techniques in their teaching practice and modify teaching and learning as appropriate for children with disabilities
- To equip children with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:
  - Discrimination on the basis of colour, culture, origin, sex, social group, disability or ability is not acceptable
  - The primary objective of the school will be to educate, develop and prepare all our children for life whatever their sex, colour, origin, culture or ability
  - Children and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals
  - A duty is imposed on every member of staff, governor and volunteer helper to promote racial equality as required by the Race Relations (Amendment) Act 2000 and to require all children to do the same

### **Admission:**

The school has an Admission Policy that does not permit sex, race, colour or disability to be used as criteria for admission.

### **Registration:**

Children's names will be accurately recorded and correctly pronounced. Children will be encouraged to accept and respect names from other cultures.

### **Curriculum:**

- The School will allow all children to have equal access to all areas of the curriculum, regardless of sex, race, colour or religious persuasion
- The school will include opportunities for all children to learn about other cultures and to learn respect for others. In Key Stage Two there are opportunities to learn about different religions in relation to Islam
- The school will bring into equilibrium any imbalance between any groups that may arise from time to time including balancing boys and girls where possible

- In Upper Key Stage Two, girls and boys will be encouraged to sit separately to encourage respect for each other in accordance with Islamic ethos

**Discrimination:**

- All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable. Racist symbols badges and insignia on clothing and equipment are forbidden in school and will be removed immediately
- Staff should be aware of possible cultural assumptions and bias within their own attitudes. Inappropriate practices observed in staff should and will be challenged. If discrimination does occur, the matter will be handled sensitively through the following stages in the Staff Disciplinary Policy
- In all staff appointments the best candidate will be appointed based on professional criteria alongside strong Islamic ethos
- Parents should be aware of the school's commitment to equal opportunities. Parental views are encouraged through parent teacher meetings, setting up individual educational plans and formulating targets (written) for their child / children twice an academic year

**Language:**

The school views linguistic diversity positively. Children and staff must feel that their natural language is valued.

**Resources:**

- The school aims to provide for all children according to their needs, irrespective of sex, ability or ethnic origin
- Resources reflecting positive images of other races, cultures and disabilities should and are being made available

**Practice and Implementation:**

- It is the Principal's role to implement the school's policy on equal opportunities, and she is supported by the governing body in so doing
- Equality of opportunity should permeate the whole curriculum and all policies should be based on the principles of equal opportunities
- All policies should be reviewed regularly with equal opportunities in mind
- All parents should be aware of the school's policy on equal opportunities.
- All staff must be aware of the school's policy on equality of opportunity and act accordingly. Staff will record any incidents, and draw them to the attention of the Principal
- The Principal views all incidents of unfair treatment, and any racist incidents, with due concern in accordance with the Behaviour and Discipline Policy or the Staff Discipline Policy
- All parents have equal rights of access to and involvement with the school. We should endeavor to ensure that all parents feel equally welcome

This policy has been read and approved for Date Valley School, by the School Principal and the Date Valley Trust Policy Committee.

Date: July 2013