



THE
**WHITE
HOUSE**
PREPARATORY SCHOOL

**The White House Preparatory School
and
Woodentops Nursery**

PREP SCHOOL and EARLY YEARS

EQUAL OPPORTUNITIES POLICY

The school community reflects society and needs to understand it. The ethos of the school is one of respect, understanding and a striving for excellence in all. All members of the school community are encouraged to understand, appreciate and value the differences between us. Encouragement and praise should be the foundation of relationships between children, staff and parents. Every child and every family are treated with love and care irrespective of race, colour or creed and with especial regard of the protected characteristics under the Equality Act (2010) i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. Children of different cultures are welcome at school where emphasis is placed on respect, equality and inclusion which goes beyond tolerance. Parents of children are invited to support, contribute and help as and when appropriate.

Early Years including Day Nursery

In the Early Years we try to have one project per term where children can learn from people of other cultures - their food, homes, clothes and animals. As part of a weekly routine children take part in cooking, dancing, outside games, singing, playing musical



Principal Mrs M. McCahery Cert Ed Headmaster Tony Lewis, BD, MA, PGCE
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instruments, computer activities, giving the children practical examples of the equality across the protected characteristics.

Prep School

Equal opportunities underpin the value system of the school. Therefore the curriculum must display a commitment to these ideals so that all children have access to the same facilities and opportunities.

As a school we undertake to:

- Encourage everyone to value the contributions of others regardless of cultural and religious differences.
- Provide opportunities for all members of the school community to understand roles in society free from prejudice based on the protected characteristics.
- Provide the children with the opportunity to experience aspects of diversity at first hand.
- Promote the needs and rights of others.
- Encourage the development of personal, social and professional relationships.
- Acknowledge individual's rights and roles in the world of work and in the work environment.

The curriculum in the Prep School will achieve these aims by:

- constantly reviewing the content and focus of the curriculum and all associated and supporting resources;
- using and promoting positive images to combat negative stereotypes;
- being aware of different types of learning and developing and encouraging different teaching methods to take account of these;



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- by ensuring that children with special needs have access to the curriculum through implementation of the special needs policy;
- by screening the reading and audio-visual resources to ensure that positive images of people of a variety of protected characteristics are promoted;
- by the use of assemblies and PHSEE as forums where the children are encouraged to acknowledge and celebrate individual and cultural differences.

Staff

The Principal is committed to a policy of equal opportunities of employment. This policy aims to ensure that no employee or job applicant receives less than favourable treatment because of any protected characteristic or is disadvantaged by conditions and requirements which cannot be justified.

Procedures for selection, promotion and training will be under constant review to ensure that individuals are considered solely on the basis of merit and ability.

| Policy will be reviewed annually | | | |
|---|---------|-----|-------------|
| Policy reviewed: | Sept 16 | By: | Headteacher |
| Policy reviewed: | Sept 17 | By: | Headteacher |
| Policy reviewed: | Sept 18 | By: | Headteacher |
| Policy reviewed: | Sept 19 | By: | Headteacher |
| Policy reviewed: | Sept 20 | By: | Headteacher |
| Policy reviewed: | Sept 21 | By: | Headteacher |
| To be reviewed: | Sept 23 | By: | Headteacher |



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