



THE
**WHITE
HOUSE**
PREPARATORY SCHOOL

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

PREP SCHOOL and EARLY YEARS

EQUAL OPPORTUNITIES POLICY

1. Introduction & Core Philosophy

Our school community is a place where everyone is valued. The ethos of our school is built on respect, understanding, and encouraging everyone to do their very best. All members of the school community are taught to appreciate, celebrate, and value the unique differences between us. Encouragement, kindness, and praise form the foundation of how children, staff, and parents treat one another.

Every child and every family are treated with care and respect. We follow the **Equality Act (2010)** to ensure that no one is treated unfairly because of who they are, their background, their beliefs, or their characteristics.

Children of all different cultures and backgrounds are warmly welcomed. We teach our pupils that true inclusion goes beyond just being polite—it means actively celebrating what makes each person unique.

2. Early Years Foundation Stage (including Day Nursery)

In the Early Years, we help children learn about the wider world through fun, hands-on termly projects. Children explore different global cultures by learning about their food, traditional clothes, music, and stories.

As part of their weekly routine, children participate in cooking, dancing, outdoor games, singing, playing musical instruments, and early digital activities. These experiences are designed to show children practically that everyone enjoys the same rights to play, learn, and grow together.



Principal Mrs M. McCahery Cert Ed **Headmaster** Joe Knight BA Hons, PCGE, NPQH

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In accordance with statutory safeguarding requirements:

- **Privacy and Dignity:** While helping children learn independence, we ensure that the privacy, dignity, and safety of all children during nappy changing and toileting are completely protected under our Intimate Care protocols.
- **Attendance and Safety:** To keep every child safe, the school carefully monitors attendance and requires a minimum of two emergency contact numbers for every child.

3. Prep School

Equal opportunities are at the heart of our school values. Our lessons, clubs, and activities are designed so that every single child has access to the exact same fantastic facilities and opportunities.

Our Promises to Our Pupils

As a school, we promise to:

- Teach children to value and respect the ideas and contributions of others, no matter their background.
- Help children understand different roles in society free from unfair stereotypes or prejudice.
- Provide opportunities for children to experience and learn about diversity firsthand.
- Promote kindness and look after the rights of others, maintaining a strict zero-tolerance stance on bullying, unkind behaviour, or treating someone unfairly because of their gender.
- Help children build positive, supportive, and healthy friendships.



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How We Teach This

We achieve these aims in the Prep School by:

- Constantly checking our library books, worksheets, and learning materials to ensure they show positive, diverse examples of people from all walks of life.
- Using positive images, stories, and history lessons to challenge unfair stereotypes.
- Using different teaching methods so that every style of learner can succeed.
- Ensuring that children with Special Educational Needs and Disabilities (SEND) or medical needs are fully supported to take part in every school activity.
- Using school assemblies and **PSHE** (Personal, Social, Health and Economic education) lessons to talk openly about kindness, fairness, and celebrating cultural differences.
- Teaching children how to be safe and respectful online, including how to treat others with digital respect and how to speak up if they see anything unkind on digital devices.

Support for Individual Pupils

In line with current school guidance, the school supports every child with care, sensitivity, and professional safety:

- If a pupil is exploring their individual identity, the school will always work closely and transparently with the child and their parents/carers to ensure the child feels safe, happy, and supported at school.
- To ensure fairness, privacy, and safety for all children, the school maintains separate, clear provisions for boys and girls regarding toilets, changing rooms, school trip bedrooms, and certain competitive sports.



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4. Staff & Recruitment

The Principal and Governing Body are committed to a policy of equal opportunities in employment. This section outlines the legal responsibilities of the adults in our school community.

Recruitment and Vetting

Procedures for selection, promotion, and training ensure individuals are considered solely on the basis of merit, qualification, and ability. To meet enhanced statutory requirements:

- **References:** No candidate (including volunteers, contractors, or trainee teachers) will be appointed without the school obtaining and verifying robust professional references directly from senior individuals.
- **Online Due Diligence:** Thorough online and social media checks are conducted on all shortlisted candidates to ensure workforce suitability.

Whistleblowing & Freedom from Discrimination

The school fosters an open culture where staff feel confident to challenge discrimination. Staff are protected when raising concerns regarding bad practice, prejudice, or safeguarding failures through the school's robust **Whistleblowing Policy**.

Dignity at Work & Harassment

Staff must not engage in any behaviour or conduct which may amount to harassment or discrimination of another person at work. Harassment of any kind is regarded as a serious disciplinary offence and may lead to summary dismissal.

Harassment includes unwanted conduct related to a Protected Characteristic which affects an employee's dignity. It includes suggestive remarks, gestures, offensive comments, jokes, and "banter." It also encompasses bullying, intimidatory behaviour, persistent teasing, unfair allocation of responsibilities, or deliberate exclusion from



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workplace conversation.

Resolution Procedure

- **Informal Step:** Staff may try to resolve the problem informally with the other person, face-to-face or in writing.
- **Formal Step:** If an informal approach is unsuccessful, staff may escalate the matter to their line manager or raise a formal grievance. All grievances will be dealt with sensitively and in confidence.
- **Workplace Mitigation:** During and after an investigation, consideration will be given to ensuring that the complainant and the alleged harasser are not required to work together against their wishes.
- **Protection from Victimisation:** The School will ensure that no employee is penalised for bringing a good-faith complaint. Retaliation against a member of staff who complains of harassment will lead to immediate disciplinary action.

Policy will be reviewed annually			
Policy reviewed:	Sept 26	By:	Headteacher
To be reviewed:	Sept 27	By:	Headteacher

