

All policies interrelate so please check other policies for pertinent information.

Policies are intended to support our philosophy which is summarised in these qualities; Dynamic, Inquisitive, Responsible, Grit, Playful, Contented



Equal Opportunities Policy Statement

We are committed to promoting understanding of the principles and practices of equality and justice. We do not feel that any individual should receive disproportionate amounts of time, equipment or space in relation to others in Artisans. Please see also our SEND policy.

Aims

To equip all children with an awareness of our diverse society and an appreciation of the value of difference. This is achieved by adherence to the following principles:

- Discrimination on the basis of colour, culture, origin, sex or ability is not acceptable.
- We nurture, develop, educate and prepare all the children for life whatever their sex, colour, origin, culture or ability.
- Staff further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.
- Positive experiences about the importance of differences are part of the curriculum, for example how a group with different skills can work together to create something the individuals couldn't make alone.
- Staff model an appreciation of each others differences and skills openly in front of the children.

Admission

Artisans do not permit sex, race, colour or disability to be used as criteria for or against admission.

Names

Children and staff names are accurately recorded and correctly pronounced, this may mean staff need teaching by parents initially for more unusual names. Children are encouraged to accept and respect names from other cultures. Both children and staff are addressed using first names so as not to create hierarchies based on age.

Discrimination

All forms of discrimination whether by personal preference or any other criteria by any person within Artisans' responsibility or community are treated seriously, as such behaviour is unacceptable.

Racist symbols badges and insignia on clothing and equipment are forbidden in Artisans, as are inappropriate gestures.

Staff are aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate is appointed based on strict professional criteria and their ability to do the job required and form part of the Artisans community.

Parents are made aware of the Artisan's commitment to equal opportunities within their introductory packs and are expected to demonstrate equality of respect for all other individuals within Artisans.

Any behaviours deemed to be discriminatory should be reported to a senior member of staff immediately.

These will be formally recorded. All such complaints will be shared with the person in question and parents as appropriate. Ultimately serious discrimination will lead to dismissal for employees or the withdrawal of a place for the child if discrimination is shown by a parent or child towards others.

Language

The school views linguistic diversity positively. Children and staff must feel that their natural language is valued. We will endeavor to have books and environmental language in several languages as appropriate to the children and topics of any particular time. Where language may form a barrier in communications with parents or children we will seek help from the LEA or other appropriate organizations.

This policy is reviewed annually in the Spring term
The lead teacher on this policy is Donna Brice

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Prevent Duty

We promote the British Values of; democracy, rule of law, individual liberty and mutual respect, tolerance of those with different faiths and beliefs. We do this through role modelling and our curriculum. We ensure we are vigilant to recognise children who may be vulnerable to radicalization, extremism or terrorism. We take account of our duties in relation to recruitment.

Resources

Our aim is to provide for all children appropriately to their needs, irrespective of sex, ability or ethnic origin. We aim to build resources and displays that reflect the variety of the world in a positive light. Equality of opportunity permeates the whole curriculum and will be reviewed regularly. Artisans takes account of the Lawrence Report and the LEA documents.

A positive approach

Artisans aims to prevent discrimination by ensuring all members of its community (all staff, children, parents) feel valued for their own unique contributions. This is through praise and active inclusion. The sharing of views and experiences is also recognized as critical in developing an understanding and respect for differences. We welcome input from a variety of backgrounds to reinforce the celebration of differences and similarities.

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