



**LITTLE ANGELS**  
**PRE-SCHOOL**

Part of the Little Angels Group

## **Little Angels Preschool Equal Opportunities Policy**

### **Purpose**

The purpose of this policy is to set out in detail how Little Angels Preschool intends to comply with the Charter of Human Rights and the Equal Opportunity Act 2010, which says that it is against the law to discriminate against anyone, including students and staff, along with outlining the preschools approach to inclusion.

In our preschool staff are committed to ensuring equality of education and opportunity for all irrespective of age, disability, gender, gender identity, race, religion or belief. We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice.

We aim to develop a culture of inclusion and diversity, in which all those connected to the preschool feel proud of their identity and able to participate fully in preschool life.

That is why discrimination, harassment, vilification, bullying and victimisation will not be tolerated at Little Angels Preschool under any circumstances.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### **Teaching and Learning**

We aim to provide all our children with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Take account of the achievements and needs of all children when planning for future learning and activities
- Ensure equality of access for all children and prepare them for life in a diverse society

- Use materials that reflect the diversity of the population and local community without stereotyping and expose children to a range of thoughts and ideas
- Promote attitudes and values that will challenge stereotypes and other discriminatory behaviour or prejudice
- Provide opportunities for all children to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education
- Seek to involve the community around the school in the celebration and raising awareness of cultural issues

## **Admissions and Exclusions**

Our admissions arrangements are fair and transparent, and do not discriminate on any basis.

Exclusions will always be based on the preschools Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any disproportionate practice is identified and dealt with.

## **Equal Opportunities for Staff**

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are committed to ensuring wherever possible that the staffing of the school reflects the diversity of our community.

We actively seek continued professional development opportunities for all staff, which are monitored as part of the performance management process.

## **Equality and the Law**

### **Discrimination is unacceptable at Little Angels Preschool.**

Our preschool will ensure it does not unlawfully discriminate against its children, prospective children, staff, job applicants or parents/carers in the performance of its duties, policies and practices. Discrimination may be direct or indirect – both are against the law.

Direct discrimination means treating someone unfairly or less favourably because of one of the personal characteristics listed above or because of their association with someone identified with one of those characteristics.

*Examples: Refusing to enrol a child because of a medical condition, refusing to allow a muslim child to wear the hijab to preschool or failing to hire a suitably qualified teacher because of his or her sexual orientation.*

Indirect discrimination happens when a rule, policy or requirement unnecessarily or unreasonably disadvantages a person or group of people because of a protected personal characteristic they share.

*Example: Only offering a menu that caters for one type of diet excluding the possibility of children being vegetarian, vegan, or having food allergies/ intolerances.*

### **Harassment is unacceptable at Little Angels Preschool**

Harassment is behaviour (through words or actions) based on the personal characteristics listed above that are unwanted, unasked for, unreturned and likely to make school an unfriendly or uncomfortable place by:

- humiliating (putting someone down)
- seriously embarrassing
- offending (hurting someone's feelings) or
- intimidating (threatening someone so they behave in a certain way).

### **Racial and religious vilification is unacceptable at Little Angels Preschool**

Vilification is behaviour (through words or actions) that incites hatred, serious contempt or ridicule of another person or group of people because of their race or religious belief.

*Examples: public threats of harm, encouraging others to hate someone because of their religion, racist statements made in a public meeting, racist graffiti*

### **Bullying is unacceptable at Little Angels Preschool**

Bullying is unreasonable behaviour that is intimidating, threatening or humiliating and repeated over time or occurring as part of a pattern of behaviour. Bullying can be physical, verbal or indirect, and creates an unfriendly, threatening or offensive environment.

*Examples: taking or damaging other people's property, excluding or isolating someone.*

Little Angels Preschool will take action to prevent discrimination, harassment, vilification, bullying and victimisation and to promote a safe and inclusive school.

Little Angels Preschool will take immediate and appropriate action to address and resolve EO issues and complaints.

Little Angels Preschool will take action to promote human rights both in terms of school policy and practice and within its educational activities and culture.

### **The Role of all Staff: Teaching & Non-Teaching**

All staff will ensure that all students and members of staff are treated fairly, equally and with respect, and will maintain awareness of the schools Equal Opportunities Policy.

All staff will strive to provide material that gives positive images and challenges stereotypical images.

All staff will challenge any incidents of bullying, prejudice, racism, sexism and record any serious incidents, drawing them to the attention of the Senior Leadership Team.

All staff will support each other and encourage any necessary intervention in a positive way against any discrimination incidents.

Staff will be personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment and are aware that any such acts is deemed in breach of their contract.

Our preschool will ensure that all staff fully understand our commitments to equality and inclusion and receive the necessary training and development to uphold their responsibilities.

### **Who and what this policy covers**

This policy covers the whole preschool community, including staff, children, parents, and contractors.

This policy applies to:

- education (teaching and learning, enrolment, curriculum development and delivery)
- the provision of goods and services (parent–teacher interviews, access to facilities)

- employment at the school (recruitment, allocation of duties, employment conditions, access to benefits such as training, promotion and leave).

## **Rights and Responsibilities**

Under this policy, every member of the Little Angels Preschool has the right to learn and work in a safe and inclusive environment free of discrimination, harassment, bullying, vilification and victimisation. Along with this right comes the responsibility to respect and promote human rights and responsibilities by behaving according to this policy.

The Senior Leadership Team of Little Angels Preschool is accountable for implementation of this policy.

The Senior Leadership Team of Little Angels Preschool may appoint an EO and Anti-Harassment Co-ordinator to support implementation of this policy.

This policy will be reviewed regularly by Zoe Freeman, Assistant Preschool Manager and ratified by the Senior Leadership Team.

## **Complaints procedures**

Any member of the preschool community who raises an issue of discrimination, harassment, bullying or vilification in good faith will not be victimised or otherwise unfairly treated or disadvantaged. All complaints of victimisation will be taken seriously, investigated confidentially and acted upon as quickly as possible.

Every child and staff member at Little Angels Preschool should feel welcome, supported and emotionally and physically secure at preschool. The wellbeing of all children and staff is a priority for Little Angels Preschool. We understand that you cannot achieve your potential if someone is treating you unfairly, discriminating against you, vilifying, harassing or victimising you.

Complaints procedures exist to provide an avenue to address unacceptable behaviour. Complaints procedures are designed to explain what to do if you believe you or your child have been discriminated against, harassed, sexually harassed, bullied, vilified or victimised as explained earlier in this policy.

The senior leadership team take responsibility for investigating complaints of discrimination, harassment, bullying, vilification and victimisation.

Please see the separate **Complaints and Compliments Procedure** for further details.

**Consequences:** If proven, the consequences of such behaviour may include a referral for counselling, the removal of privileges, a parental interview, suspension or expulsion.

Little Angels Preschool will monitor how the complaint was resolved and the wellbeing of those involved. Further action will be taken if the problem behaviour continues.

### **Right to appeal/review**

If you are unhappy with the decision about your complaint, you may seek a review of the decision.