



## **Equal Opportunities Policy**

1. MultiSports will appoint staff on their ability to do the job required irrespective of gender, race, culture or disabilities or social group. Staff will be appointed based on relevant qualities, experience and ability to fulfil the schools aims and objectives.

The school has regard for the Discrimination Disability Act 1995.

2. All staff must display anti discriminate good practice by:

- Making children feel valued and good about themselves
- Ensuring all children are included
- Enabling children to share experiences with each other and staff
- Displaying a wide range of positive images, objects to reflect non-stereotyped roles, racial, cultural and religious diversity and disability
- Using resources which reflect diversity such role play and equipment
- Providing activities to help children appreciate and value each other's similarities and differences.

It is the Principals duty to make sure that all staff are fully aware of what is expected of them and that good practice is upheld

3. All staff will be expected to attend appropriate ongoing training courses to ensure good practice.

Treating children with individual and equal concern.

4. The application form requests information about the child and family which Parents/Carers are encouraged to fill in and talk to staff about ie. Religion, customs, beliefs, dietary requirements, allergies, medication and dress code, or anything else relevant to the child. It is the Principal's responsibility to make all staff aware of any relevant information.

Staff are to show respect and value families cultures and beliefs.

5. Help will be sought from an outside agency to communicate with Parent/Carer who do not speak, read or write English.
6. All teaching materials and equipment will not be stereotyped or discriminating.

7. All children will be aided to reach their full potential through positive praise and encouragement.
8. All children are to have access to all equipment.
9. Staff are to treat the children as individuals and each child needs to be valued.
10. All staff are expected to treat each other with respect and work together as part of a team.
11. Each member of staff will be valued.

Revised August 2023

Renewal: Statutory Bi-annual