

EQUAL OPPORTUNITY POLICY

Rationale

Equality of opportunity is a fundamental of the school's ethos. It is the responsibility of the Principal, staff and all personnel involved in the school to provide leadership in the development and implementation of effective policies to promote equality of opportunity.

Aims

The school's aims and objectives, in partnership with parents, guide the members of the school community towards achieving "excellence in education". It is these foundations which guide how we live, learn and educate at DePS and therefore they should be in evidence in all that we do.

We aim:

- to ensure that every student and staff member is given an equal opportunity to achieve their full potential;
- to equip students with an awareness of our diverse society and to appreciate the value of difference;
- to establish a mutually supportive partnership in which parents, carers, governors and staff share responsibility for the education of our children;
- to ensure that all children have appropriate and equal access to the curriculum;
- to deliver the curriculum ensuring it contains non-stereotypical images in order to overcome preconceived of gender, ethnic origin, culture or religion;
- to acknowledge the richness and diversity of the UAE society and help prepare children for their part in society.

School Practice

Staff

- Deira Private School values diversity amongst its staff. In all staff appointments the most suitable candidate will be appointed on professional criteria and recruitment carried out in a manner consistent with equal opportunity practice.
- Teaching staff and school helpers will observe children in the classroom and at play for unacceptable behaviour. Suitable counselling will be given at the time but repeated abuse will be recorded for discussion with the Principal and parents.
- Assembly times will reinforce good behaviour.
- Clear and constant messages will be given regarding the school's values and expectations.
- Staff will have an awareness of the demands of the individual and endeavour to give equal attention.

Parents

Deira Private School actively encourages parental participation in the life of the school; to offer to share their skills or experiences with children, to support their own children's education through home learning and to share their views through parental questionnaires and regular contact with staff. To facilitate this we:

- create a welcoming atmosphere in the school;
- try to be flexible in the timing of meetings with parents;
- inform parents through face to face meetings, telephone contact, reports of progress of their child and how we can work in partnership to support them;
- send regular newsletters and letters to inform parents of events taking place at the school.

Students

Students at DePS are supported in understanding equality of opportunity through:

- assemblies which reinforce good behaviour and allow us to celebrate our cultural and personal identities and those of others;
- the daily experience of good practice;
- the use of PSHE and strategies such as circle times to raise and discuss issues;
- clear procedures that are followed in the event of a child experiencing discriminating behaviour.

Equal opportunities are further reinforced by:

- all children having work displayed at some time during a term;
- children with special educational needs be given equal access to the curriculum;
- all children having equal access to extracurricular activities;
- all children having the opportunity to help with jobs throughout the school;
- children being involved in formulating class rules in each academic year.

In the classroom

- All students are aware that the teacher has very high expectations of them and are continually challenged to reach higher standards.
- There is a range of teaching styles, including those which foster motivation, and a sense of personal worth by drawing on students' own personal experiences.
- The classroom is managed in such a way that all students feel engaged in learning, and are all motivated to persevere and contribute.
- The teacher fosters a positive atmosphere of mutual respect and trust amongst students.

- Both in teaching and in assessment, appropriate use is made of practical tasks and activities, objects and artefacts and pictorial and visual materials.
- On class outings and when receiving visiting speakers, students learn from a diversity of experiences, perspectives and viewpoints.
- Support staff work in tandem with the class or subject teacher and play a full part in classroom management.
- Displays, where possible, will emphasise our commitment to celebrating each child's worth, showing an awareness of culture, language, gender and ability; and will contain positive non-stereotypical and challenging images in relation to gender, ethnicity, nationality, culture, disability, age and religion.

Curriculum and Planning

- Staff to review the taught curriculum and actively seek opportunities to address issues of equal opportunities.
- Staff to be aware of, and challenge bias and stereotypical viewpoints within our teaching and language.
- Staff draw on examples from many cultural traditions and recognise the UAE as having a diverse cultural background.
- Staff help children explore the idea of stereotyping in order for them to be able to make informed choices in relation to their identity e.g. gender, ethnic or cultural background, disability.

Resources

All resources prepared and selected to be free from cultural or gender bias wherever possible.

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