



Maeda Gakuen

Equal Opportunities Policy

1 Aims and objectives

- 1.1 We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- 1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3 This policy, and the procedures of Finchley and Acton Yochien School has regard to the Disability and Discrimination Act 1995 and we are working to make reasonable adjustments over time to make our setting more accessible to those with disabilities.
- 1.4 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.5 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.6 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.7 We challenge stereotyping and prejudice whenever it occurs.
- 1.8 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.9 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Admissions

- 2.1 Parents of applicants are told about the specific aims and character of Finchley and Acton Yochien School.
- 2.2 Admission will be decided on a case-by-case basis with the child's welfare paramount.

3 Employment

- 3.1 We will appoint the best person for each job and will treat fairly all applicants for jobs and those appointed.

4 Multiculturalism

- 4.1 Our aim is to show respectful awareness of the major events in the lives of the children and families at the school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.
- 4.2 We aim to acknowledge the festivals that are celebrated by the families involved in the school and also in the wider community.

5 Curriculum

- 5.1 All children will be respected and their individuality and potential recognised valued and nurture.
- 5.2 Activities and the use of play equipment offer children opportunities to develop an environment free from prejudice and discrimination.
- 5.3 Appropriate opportunities will be given to children to explore, acknowledge and value differences and similarities between themselves and others.

6 Resources

- 6.1 These will be chosen to give children a balanced view of the world and an appreciation of a multi-racial society.
- 6.2 Materials will be selected that avoid stereotypes and derogatory message or pictures of any groups of people.

7 Special Needs

- 7.1 We recognise the range of different needs of children and families and will consider what we can do to meet these needs.
- 7.2 Planning for school events and meeting will take into account the needs of people with disabilities.

8 Discrimination

- 8.1 Any form of discrimination in word or deed by staff of children is unacceptable.

9 Language

- 9.1 Information will be clearly communicated in Japanese as well as English and if necessary, translation will be provided in other languages.

This policy was revised in August 2017 by Nikita Phadnavis (Manager) of Maeda Gakuen Yochien.