

Al-Zaitoona Arabic School

Equalities Policy

At Al-Zaitoona Arabic School we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the School's objective of creating an environment free from discrimination and welcoming to all, the School will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all parents/carers and children in the local community.
- Ensure that the School's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The School will not tolerate any form of racial harassment. The School will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the School, from staff and from any other adults on School premises (eg parents/carers collecting children).

Promoting equal opportunities

The School's Equal Opportunities Named Coordinator (ENCO) is Mrs Nora Sibaey-Soliman. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

Our School recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending of the School, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

This policy was adopted by: Al-Zaitoona Arabic School	Date: July 2026
To be reviewed: July 2027	Signed: 

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017)*: *Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Child protection [3.7].*