

Equal opportunities policy

Policy

- Al – Furqaan prep school is committed to providing equality of opportunity for all children and families
- Al – Furqaan prep school believe that no child, individual or families shall be excluded from any activity on the ground of age, gender, class, family status, disability, colour, ethnic origin, culture, religion, disability, sexual orientation or belief.

Equal Opportunities in Admissions.

- Al –Furqaan prep school is open to every family in the community. Every attempt is made to accommodate children in the catchments area of Dewsbury and surrounding areas. Muslim parents who require their children to acquire good primary education within an Islamic environment choose to send their children to Al – Furqaan.

Equal Opportunity in Employment

- Al – Furqaan prep school shall fill employment opportunities with the best person who fits the essential criteria as decided by the management Governing Body.

Equal Opportunity in admission fee payment

- Al-Furqaan prep school recognises the diverse nature of families in the community. As such flexible and individual fee payment system are agreed with individual families taking into consideration their situations.

Equal opportunity in the curriculum

- Al – Furqaan prep school shall promote excellent education and welfare through learning and teaching based on well-planned schemes and units of work.
- Al – Furqaan prep school shall respect and recognise all children’s individually and shall develop their potential to the maximum.
- Al-Furqaan prep school shall plan activities and play that offer children opportunities to develop in a prejudice-free environment.
- Al – Furqaan prep school shall give children the opportunities to explore, acknowledge and value similarities and differences between themselves and other children.

Equal Opportunities in Resources

- Al – Furqaan prep school shall ensure that resources chosen reflect a balanced view of the world and the rich diversity of the society we live in.
- Al – Furqaan prep school shall select material to ensure that all children develop self respect for others by avoiding stereo typing and offensive pictures or messaging about any group or people.
- Al – Furqaan prep school shall ensure there are no latent messages transmitted to children contradicting the above.

Equal Opportunities in special needs

- Al –Furqaan prep school recognise the wide range of special needs of children and families in the community and will consider what part it will play in meeting those needs on completing a pre-admission test.

Equal Opportunities is Discriminatory/ remarks

- Al – Furqaan prep school shall/ will not accept any such language from pupil and staff in any circumstances.
- Al – Furqaan prep school shall enact formal disciplinary procedures on staff using such behaviour
- Al – Furqaan shall enact intensive one to one counselling with pupils displaying such behaviour. This will be aimed at helping them to understand and overcome their prejudices.

Equal opportunities in Language

- Al – Furqaan prep school shall ensure that all written and verbal communication is fully understood by all parents and children
- Al – Furqaan prep school shall ensure all staff can communicate in the community languages to give parents and children equal access.

Equal Opportunities in food and other cultural requirements

- Al – Furqaan prep school shall ensure all staff understand and are able to meet the medical, cultural and dietary needs of all the children at the school.

Equal Opportunities in meetings

- Al – Furqaan prep school shall ensure that the timings, place, and manner of meetings are such that it does not prejudice any section of the community.