



Moorlands School Equal Opportunities Policy

Moorlands School prides itself on being an inclusive, tolerant organisation and a diverse community; it is firmly committed to promoting equal opportunities for all current and prospective members of the community. It is committed to providing an environment that is free from unlawful or unfair direct or indirect discrimination on the grounds of age, race, ethnicity, gender, sexual orientation, disability or religious beliefs or other personal characteristics but aims to create the conditions whereby pupils and staff are treated solely on the basis of their merits and potential. This Policy is also applicable to pupils in the EYFS.

This Policy should be read in conjunction with the following documentation:

1.1 Education and Inspections Act 2006.

1.2 "Equal Opportunities Policy for Staff", Section C of the ISBA Staff Handbook, prepared by Rickerbys Solicitors: (Chapter heading "Employment Policies and Procedures").

1.3 The Education (Independent School Standards) (England) Regulations 2003 as subsequently amended (SI2003/1910).

1.4 "Reference Guide to the Key Standards in each type of Social Care Service Inspected by Ofsted" (Reference 080117) www.ofsted.gov.uk.

1.5 "Age Discrimination: Information Pack for Schools" by Farrer & Co, an ISBA Model Document of June 2006 (and "Age Discrimination in Schools", an update by Farrer & Co, an ISBA Briefing Document).

1.6 "Employment Law": Chapter J of the Bursar's Guide by Farrer & Co.

1.7 Ethnic Monitoring: www.standards.dfes.gov.uk/ethnicminorities/collecting, http://www.teachernet.gov.uk_doc/9672/Ethnic%20Quest_Eng_AW.pdf.

1.8 "Presenting Ethnic and National Groups Data" www.ons.gov.uk.

1.9 Equality Act 2010

2. AIMS AND OBJECTIVES

2.1 To promote the concept of equality of opportunity throughout the whole school community;

2.2 To develop an understanding of, and promotion of, human equality and equal opportunities;

2.3 To promote good relations and celebrate the diversity between members of different racial, cultural and religious belief, linguistic background and communities;

2.4 To make provision for and monitor the particular needs of gender, sexual orientation, gender reassignment, race, age, SEN and disability;

2.5 To enable students to take responsibility for their behaviour and relationships with others and to challenge stereotyping and prejudice whenever it occurs;

2.6 To strive to create an environment that is free from harassment or intimidation;

2.7 to ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

2.8 To ensure that any incidents of discrimination, mimicking, name calling, victimisation or stereotyping of pupils by other pupils will be dealt with in a prompt and serious manner.

3. RESPONSIBILITIES

3.1 The Headteacher, SMT and pastoral staff play an active role in monitoring the implementation of the Equal Opportunities Policy, for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents. This is supported by the Governing Body.

3.2 The Headteacher is responsible for ensuring equal opportunities in the curriculum.

3.3 All staff are responsible for following the policy and reporting incidents of unequal treatment to the Headteacher or other senior members of staff.

4. ADMISSION OF PUPILS

4.1 The School admits pupils on academic criteria and previous school reports. An individual's gender, race, ethnicity, sexual orientation, religious beliefs, and in most cases disability, do not form part of this selection process. Our main criteria for selection is that a pupil should be able to flourish at Moorlands School and that the School is able, by making reasonable changes to facility provision and by appropriate support, to provide adequately for his or her needs.

4.2 We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Educational Needs (SEN) and Learning Difficulties and Disability.

4.3 The School is committed to full educational inclusion (see SEN Policy).

4.5 Pupils have equal access to the programmes of study throughout the school, according to aptitude and ability.

4.6 All subjects will have equality of opportunity at their core.

4.7 The Codes of Conduct for staff and pupils clearly and explicitly forbid the verbalisation or vocalisation or discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability.

4.8 Positive attitudes and awareness development of equality of opportunity is specifically taught through the PSHE programme.

5. ACCESS

5.1 Owing to the nature of the school buildings, not all rooms are fully accessible. Where necessary, the rooming timetable will be adjusted (whether temporarily or permanently) in order to allow all pupils and staff full equality of opportunity. (See SEN and Disability Policy for further details and the SENDA Policy for plans for improving access to the curriculum and to buildings to further promote equality of opportunity.)

5.2 An Accessibility Plan is in place, which sets out what measures the school has taken in relation to improving accessibility and those actions which the school plans to take. A copy of the plan is available on the schools electronic system, within the policies folder.

6. APPOINTMENT OF STAFF

6.1 Job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, disability or age.

6.2 Candidates for vacant posts will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection for recruitment.

6.3 People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment.

7. STAFF DEVELOPMENT

7.1 All employees have equal chances of training, career development and promotion.

7.2 People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

8. MONITORING

8.1 Moorlands School monitors its Equal Opportunities Policy annually. As part of that process, we invite all parents who accept places at the school for their child to complete an ethnic monitoring form.

8.2 Under no circumstances would we link our ethnic monitoring data with our academic pupil records.

8.3 We hope that all parents will feel able to participate in the ethnic monitoring scheme.

9. ENGLISH AS AN ADDITIONAL LANGUAGE

9.1 In order to cope with the academic and social demands of Moorlands School, pupils need to develop fluency in English.

9.2 Tuition in English as an Additional Language (EAL/ESOL) may be arranged at the parent's expense.

10. VARIATION IN THE SCHOOL UNIFORM

10.1 Although Moorlands School is a Methodist school, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths.

10.2 The Headteacher will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and its policy on health and safety. The Headteacher may take expert advice and will normally arrange to meet with the parents to discuss the implications of such a request.

11. PROCEDURES FOR DEALING WITH AN ALLEGATION OF A BREACH OF THE EQUAL OPPORTUNITIES POLICY

11.1 These procedures should be read in line with the Anti-Bullying Policy, Disciplinary and Grievance Procedures and Complaints Procedures.

11.2 Examples of behaviour which is unacceptable and would be considered a breach of policy:

- Physical assault against a person or group.
- Verbal abuse, insults, threats or intimidation.
- Graffiti.
- Distribution of leaflets, magazines or insignia which incite hatred or encourage discrimination or harassment.
- Excluding or inciting others to exclude a person or a group.

- Recruitment and selection for teams, clubs etc in preferential ways.
- A refusal to co-operate with pupils or colleagues.
- Making discriminatory comments in the course of discussion or lessons.
- Repeatedly making comments of a sexual or sexist nature.

Unless stated otherwise, each statement embraces acts of discrimination or harassment on the grounds of either age, race, gender, sexual orientation, religious belief or disability.

11.3 In addition, pupils should be made aware, and staff vigilant, to the fact that the content of some posters displayed on walls could be offensive to others within the school community.

11.4 Procedures:

11.4.1 Staff have a duty to report any incidents involving a breach of the policy. Any incidents or racist, homophobic bullying or sexual harassment amongst pupils will be taken seriously, must be dealt with appropriately and reported to Staff, a member of the Senior Leadership Team or the Headteacher. Procedures outlined in the Anti-Bullying Policy will then follow.

11.4.2 All staff have a legal duty not to exclude, bully or otherwise harass other staff. For allegations of bullying and harassment, staff should refer to the Disciplinary and Grievance Procedures.

11.4.2 For other breaches of the policy, allegations should be made in writing using the School's Complaints Procedure.

12. POLICY REVIEW

This policy will be reviewed annually, in the light of statutory changes or when an incident has occurred which necessitates a change to policy and procedures. Any changes will be presented to be ratified by the Board of Governors.

13. LINKS TO OTHER POLICIES

This policy particularly links to the following policies:

- Behaviour Policy
- Special Educational Needs (SEN) Policy
- Learning Support Policy
- Disability Policy
- Anti-bullying Policy
- Inclusion Policy
- Admissions Policy
- Staff Recruitment and Selection Policy
- Child Protection

- Whistle Blowing Policy
- Accessibility Plan

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