

Moor House School & College



Equal Opportunity and Diversity Policy May 2020

This Version Dated:	May 2020
This Policy Is To Be Read By:	All Staff, Governors and Parents
Review Cycle:	Annual
Person/s Responsible for Review:	Principal
Status:	Sent to ECM/ Approved ECM/ Sent to FGB / Approved by FGB
Next Review Date:	April 2021
The committee responsible for reviewing this policy is	Every Child Matters

Executive summary

1. Moor House School & College is committed to equality, inclusion, and the celebration of diversity and its importance for students and staff. This policy outlines how this will be ensured through our curriculum and focus on Spiritual, Moral, Social and Cultural education (SMSC), ongoing specific equality, diversity and inclusion (EDI) training for staff, our policies and procedures, and our ethos. Equality of opportunity is a fundamental right for all members of the Moor House community, and reflected in our HR policies
2. This policy identifies how Moor House School & College aims to create an environment in which individual diversity is valued and rights and beliefs are protected, respected and tolerated. It applies to all permanent staff and temporary staff, in whatever department they work. It applies also to Governors, volunteers and visitors.
3. It outlines how the objectives of the policy will be applied to each of the groups identified in the Equality Act 2010, namely:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion and belief
4. Heads of Departments will remind their staff from time to time of this policy and shall report any doubts or shortcomings to the Principal. Data related to this policy will be reported to the Every Child Matters committee (for students) and the Finance and Human Resources Committee (where it relates to staff). The Principal will advise Governors of any reasons for concern.
5. This policy will be reviewed annually by the Every Child Matters Committee.

At Moor House, we have a positive approach to equality, as defined in the Equality Act 2010. Our Equal Opportunity and Diversity Policy covers sex/ gender, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or have undergone gender reassignment, age and marriage and civil partnership. Equality of opportunity is a fundamental right for all members of the Moor House community. We are committed to developing the potential of all people associated with the school and college.

In order to support this, we will make it an integral part of our thoughts, words and deeds. This policy applies to all students, staff, trustees, governors, parent helpers, volunteers, visitors or contractors to Moor House. This policy covers all aspects of School and College life including student admissions, teaching and learning, behaviour management, staff recruitment and career development, parental involvement and the role of the Governing Body. All members of the Moor House community must be free from any form of discrimination or harassment.

This policy is intended to have a direct and positive impact on the ethos of the school and college.

1. Aims

The aims of the policy are:

- to create an environment in which individual diversity is valued and that rights and beliefs are protected, respected and tolerated.
- to promote the principles of fairness and justice for all through the education that we provide in our School and College

2. OBJECTIVES

The objectives of this policy are to provide a framework to:-

- 2.1 Support mutual respect between students and other stakeholders and to promote positive self- image and a positive attitude to the multicultural society in which we live;
- 2.2 Give students and other stakeholders equality of opportunity within the school and college;
- 2.3 Develop in students and other stakeholders an awareness of and a commitment against any discrimination. If such actions are reported / observed, action will be taken by line managers to address such attitudes with the individuals or groups concerned;
- 2.4 Develop a curriculum that embodies the principles outlined in this document and that relate to the student's cultural experiences and those within the School and College. We take a holistic approach in terms of SMSC (Spiritual, Moral, Social and Cultural) and Fundamental British Values (Defined by Ofsted as: democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith). These principles are central to the ethos of Moor House and are taught incidentally across all subjects, however they are discreetly taught as part of the PSHCE curriculum in all Key Stages.
- 2.5 Nurture amongst students and other stakeholders an awareness of all cultural diversities reflected in the Moor House community. The school and college's curriculum must therefore offer a broad balanced curriculum, recognising the need for relevant and differentiated

teaching and strategies to combat all forms of inequality. Teaching, Therapy and Residential Care approaches and strategies will be developed with an awareness of and to combat racism, sexism and all other forms of inequality.

2.6 Prepare students in its care to live and work harmoniously, preparing them to live and participate positively in a multi-racial and culturally diverse society. Students' sense of identity and respect are a fundamental aspect of their development. They have the right to health, individuality, respect, dignity, opportunities, socialization with adults and children, freedom from discrimination such as racism, sexism and cultural diversity.

3 Specific reference to groups covered within the Equality Act 2010:

All incidents that are in breach of this policy will be thoroughly investigated. A central log of these incidents will be maintained and will be reported to Governors through the Every Child Matters Committee on a half termly basis under the headings outlined in this section. In all cases, support, respect, sympathy and understanding will be shown to the victim. The perpetrator will be supported to understand why their actions are in breach of the policy. Where applicable actions in line with the relevant Behaviour Policy, Code of Conduct or Disciplinary Procedure will be followed.

Following investigation and in appropriate circumstances, parents will be informed by the senior member of staff if their child is either a perpetrator or victim.

It is the right of all students to receive the best education Moor House can provide, with access to all educational activities organised by the school and college. Moor House is committed to raising awareness of issues faced by students and staff and to promote tolerance and acceptance. The School and College operates a curriculum that allows all students to access lessons and every effort is made to combat gender stereotypes with regard to curriculum choices and career opportunities.

3.1 Race:

it is an aim of the School and College to promote awareness and understanding of cultural diversity in the community at large. We do not tolerate any form of behaviour that discriminates on the basis of race, colour and culture.

3.2 Religion or belief:

- ✓ It is the right of students, staff, parents, governors and visiting community members not to be treated differently on grounds of their religion or belief.
- ✓ Students are encouraged through a comprehensive Religious Education curriculum to explore a range of religions and to encourage tolerance and acceptance of others who have differing religions or beliefs
- ✓ Parents/ Guardians have the right to withdraw their children from Religious Education lessons and collective worship.

3.3 Pregnancy & Maternity:

- ✓ Moor House will ensure if the situation arises that students are given support

and will ensure equality of provision is made in this instance.

3.4 Sexual Orientation:

- ✓ Moor House operates a PSHCE (Personal, Social, Health and Citizenship Education) curriculum which supports students to address relationships in all forms.
- ✓ Through the recording of all incidents of a homophobic, biphobic or transphobic motivated nature, the Senior Management Teams able to identify if homophobic, biphobic or transphobic bullying is on the rise and react accordingly.
- ✓ Moor House will ensure that all gay, lesbian or bi-sexual students and other stakeholders, or the children of gay, lesbian or bi-sexual parents are not singled out for less favourable treatment from that given to other students/ stakeholders.

3.5 Sex/Gender

- ✓ As a mixed gender school, we ensure that students/ stakeholders of one sex, or those considering or undergoing gender reassignment, are not singled out for less favourable treatment given to other students/ stakeholders.
- ✓ We also ensure that those students / stakeholders considering undergoing, or who have undergone, gender reassignment are not singled out for less favourable treatment from that given to other students / stakeholders.

3.6 Disability:

The Act defines disability as when a person has a 'physical or mental impairment which has substantial and long-term adverse effect on that person's ability to carry out normal day to day activities'. Some specified medical conditions, HIV, multiple sclerosis, and cancer are all considered as disabilities regardless of their effect.

The Act sets out details of matters that may be relevant when determining whether a person meets the definition of disability. Long term is defined as lasting, or likely to last, for at least 12 months.

- ✓ The School & College will not treat a disabled student/ stakeholder less favourably simply because they are disabled.

- ✓ We will ensure that disabled students/ stakeholders can play as full a part as possible in School & College and will make reasonable adjustments to support this.

We will eliminate discrimination that is unlawful as well as any harassment of disabled people that is related to their disability.

- 3.7 Gender Reassignment- see 3.5
- 3.8 Age
Moor House will not discriminate against or treat any stakeholder less favourably on the basis of age.
- 3.9 Marriage and Civil Partnership
The School & College will not discriminate against or treat a stakeholder who is married or in a civil partnership less favourably because they are married or in a civil partnership .

The Equal Opportunity and Diversity Policy shall be:

- ↗ Available to all stakeholders.
- ↗ Placed on an area of the MH network that is available to staff
- ↗ Referred to in all job descriptions, advertisements, recruitment literature and in the Moor House Prospectus.

4. MONITORING

- 4.1 It is the responsibility of the Principal, through Heads of Department to ensure that the Equal Opportunity and Diversity Policy is implemented and monitored.
- 4.2 The School & College will ensure that any monitoring or statistical information on individual's ethnic origin, sex and/or disability is collected for the sole purpose of monitoring the Equal Opportunity and Diversity policy and will be protected from misuse.
- 4.3 Student data linked to this policy is reported half- termly to the Every Child Matters committee and is thereby to the Governing Body. Any matters arising in relation to staff will be reported, in confidence, –to the Finance and Human Resources Committee and, where appropriate, to the Trustees
- 4.4 The Policy will be reviewed annually at ECM (Every Child Matters committee).

Appendix A

This policy should be read in conjunction with

Recruitment and Selection Policy

MHS Behaviour Policy

MHC Behaviour Policy

Appendix B- Equality and Diversity Statement

Moor House School & College is committed to equality, inclusion, and the celebration of diversity and its importance for students and staff. This will be insured through our curriculum and focus on Spiritual, Moral, Social and Cultural education (SMSC), ongoing specific equality, diversity and inclusion (EDI) training for staff, our policies and procedures, and our ethos.