

# MORE HOUSE SCHOOL

## POLICY

### PROMOTION OF EQUAL OPPORTUNITIES AND DIVERSITY

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#### **Rationale:**

Promoting equal opportunities is fundamental to the aims and ethos of More House School. The School is committed to apply equal treatment for all pupils and staff, regardless of race, sex, disability, religion or belief, sexual orientation or protected characteristics. It is the school's policy to ensure that all students and staff enjoy the opportunities available to them without discrimination. For students this will mean they can be safe in the knowledge that they are all equally valued and supported to progress to their full potential. For staff this will likely mean they feel respected for the work they undertake and have available to them equal opportunities to flourish in the important part they play in the school's daily lifecycle. The School operates under the exception for single-sex establishments as defined by the Sex Discrimination Act 1975 (SDA) Section 26(1).

#### **Purposes:**

1. The promotion of this equal opportunities and diversity policy is designed to comply with the School's equality duties contained in the Equality Act 2010. Albeit, age discrimination law does not apply to pupils.
2. To eliminate unlawful discrimination on grounds of any of the protected characteristics. Equal opportunities must always be embedded within the School's practices and expand the depth and breadth of education at the School including all school activities, respect between teachers and students and to promote mutual wellbeing.
3. To provide an environment which makes pupils and staff feel valued and recognised as individuals enabling them to develop realistic expectations and increase self esteem.
4. To ensure that students are well motivated and given the opportunity to succeed regardless of ability, social class, ethnicity, gender or sexual orientation.
5. To develop an ethos in the school where students as well as staff can support one another's learning, value diversity and explore feelings, attitudes and values.

#### **Broad Guidelines:**

1. Discrimination or unfairness is treated as a serious breach of the school's equal opportunities policy, as set out in the student's guide, which aims to promote equality and opportunities for all at More House School.
2. The school will treat every application for admission in a fair and equal way in accordance with this policy and the school's Admissions Policy.
3. The curriculum will be designed to ensure all pupils have equal access to opportunities and resources and the contribution of all pupils is valued.
4. The language used in the school will promote positive attitudes to all. Oral derogatory language will be challenged and dealt with.
5. Unacceptable attitudes and behaviour will be dealt with decisively.
6. The curriculum will allow opportunities to develop the skills necessary to recognize and challenge prejudice.

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7. Grouping will be determined to give maximum support to all pupils.
8. Strategies will be developed to ensure that staff development needs in relation to equal opportunities are met.
9. Although the school's religious ethos is based on Christian values and Catholic traditions, the school is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the school community.
10. The school has an ongoing duty to make reasonable adjustments for pupils and staff with disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.
11. Rules and practices will be sensitive to diversity of race, creed and culture, gender and sexual orientation.

#### **Conclusion:**

We will all work together to generate a community whose ethos supports this equal opportunities policy and challenges inappropriate discriminatory behavior by both pupils and staff.

Other policies that support this ethos include:

- [Admissions](#)
- [Complaints](#)
- [First Aid](#)
- [Health & Safety including Out of School Activities and Visit](#)
- [Anti-bullying policy](#)
- [Cyber bullying](#)
- [Disability policy](#)
- [Allegations of Abuse](#)
- [Careers Policy](#)
- [Whistle-blowing](#)

References have been obtained from:

- Education and Inspections Act 2006
- 'Equal Opportunities Policy for Staff', Section C of the ISBA Staff Handbook, prepared by Rickerbys Solicitors (chapter heading 'Employment Policies and Procedures')
- The Education (Independent School Standards) (England) Regulations 2014 ("ISSRs")
- The Equality Act 2010
- 'Age Discrimination: Information Pack for Schools' by Farrer & Co, an ISBA model document of December 2011

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- 'Employment Law': Chapter J of the Bursar's Guide written by Farrer & Co
- 'Presenting Ethnic and National Groups Data' [www.ons.gov.uk](http://www.ons.gov.uk)
- ISI Handbook for the Inspection of Schools, the Regulatory Requirements (September 2015) in particular, paragraphs 39, 40, 56, 57, 65, 66 and 189
- 'Technical Guidance for Schools in [England or Scotland]' (Equality and Human Rights Commission or "EHRC")
- 'What equality law means for you as an education provider: schools' (EHRC)
- The Equality Opportunities Act as amended 2015
- The Equality and Human Rights Commission Directives
- The Human Rights Act 1998
- The Prevent Duty 2015
- The Common Inspection Framework 2015
- Keeping Children Safe In Education (July 2015)