

Moor House School & College



Equal Opportunity and Diversity Policy January 2017

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This Policy Is To Be Read By:	All Staff, Governors and Parents
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The committee responsible for reviewing this policy is	Every Child Matters

Equal Opportunity and Diversity Policy

1. School description and context

Moor House School & College is a co-educational, residential and day non-maintained special school. Pioneering work in many areas of speech and language therapy and in teaching methods continues to place the School at the forefront of research, development and practice in the education of children with severe communication disorders.

The staff at Moor House School & College have a wealth of experience and specialist training in working with children and young people with severe speech and language difficulties. The School & College provides a nurturing environment where the holistic educational needs of each individual student can be met. Small class sizes, highly specific and differentiated therapy and an extended curriculum ensure students will have every opportunity to reach their learning and communication potential. The students and staff come from a range of socio-economic backgrounds. All students have a Statement of Special Educational Needs or an Educational Health Care Plan or are undergoing the statutory or needs assessment process. Whilst the school and college is a cohesive community, we recognise the need to promote relationships between the various sections of society represented within the school and college actively. The school and college was not built when disability access was

given priority, but adaptations have been made in all new building projects. Plans for future developments include provision for accessibility.

At Moor House School & College, we have a positive approach to equality, as defined in the Equality Act 2010. Our Equality Policy covers sex, race, disability, religion or belief, sexual orientation, students who are pregnant, undergoing or have undergone gender reassignment.

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.

The aim of the policy is to create an environment in which individual diversity is valued and that rights and beliefs are protected, respected and tolerated. In order to support this, we must make it an integral part of our thoughts, words and deeds. We promote the principles of fairness and justice for all through the education that we provide in our school and college. This policy applies to all students, staff, trustees, governors, parent helpers, volunteers, visitors or contractors to Moor House School & College. 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 School & College 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.

AIMS

- 2.1.1. The aims of this policy are to provide a framework to:-
- 2.1.2. support mutual respect between all employees and students to promote positive self images and a positive attitude to the multicultural society in which we live;
- 2.1.3. give all employees and students equality of opportunity within the school and college;
- 2.1.4. Develop in all employees and students and 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;
- 2.1.5. 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 an holistic approach in terms of SMSC (Social, Moral, Spiritual, 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 therefore central to our curriculum and provision.
- 2.1.6. Nurture amongst all employees and students and awareness of all cultural diversities reflected in the School and College 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 Child Care approaches and strategies will be developed with an awareness of and to combat racism, sexism and all other forms of inequality.
- 2.1.7. Prepare students in its care to live and work harmoniously, preparing them to live and positively participate in a multi-racial and culturally diverse society. Student's sense of identify 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:

3.1 Race:

Recognising the small level of ethnic diversity within the local community it is an aim of the school and college to reflect the cultural diversity of the wider community to promote awareness and understanding.

- It is the right of all students to receive the best education the School and College can provide, with access to all educational activities organised by the School and College. We do not tolerate any form of behaviour that discriminates on the basis of race, colour and culture. All incidents of a racially motivated nature will be thoroughly investigated

and appropriate sanctions applied. All incidents will be recorded through the conduct log. A central log of racially motivated incidents will be maintained by the Principal. Support, respect, sympathy and understanding are shown to the victim. Following investigation and in appropriate circumstances, parents are informed by the senior member of staff if their child is either a perpetrator or victim. Incidents of a racist nature will be reported to Governors through the Every Child Matters Committee on a half termly basis.

- Where there are reported incidents of this nature appropriate sanctions and support are applied.

3.2 Religion or belief:

- It is the right of students, staff, parents, governors and visiting community members to 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.

3.3 Pregnancy & Maternity:

- Protection for students from discrimination or less favourable treatment because of pregnancy is new under the Equality Act 2010. Moor House School & College will ensure if the situation arises within the school or college that students are given support and the school ensures quality provision is made in this instance.

3.4 Sexual Orientation:

- Moor House School & College operates a PSHCE (Personal, Social, Health and Citizenship Education) curriculum which supports students to address relationships in all forms.
- The incident reporting system incorporates a form for the reporting of homophobic, biphobic or transphobic bullying and all incidents of this nature are taken seriously and dealt with by the Senior staff. The leadership team is able to identify through this system if homophobic biphobic or transphobic bullying is on the rise and react accordingly.
- The School and College ensures 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 different or less favourable treatment from that given to other students/ stakeholders.

- The School & College has trained four members of staff as ‘Stonewall Champions’ (www.stonewall.org.uk) and is committed to raise awareness of issues faced by students and to promote tolerance and acceptance.

3.5 Sex/Gender:

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

3.6 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 and college life and will make reasonable adjustments to support this.
- The School & College is committed to the equality of opportunity between disabled and able bodied people.
- We will eliminate discrimination that is unlawful as well as any harassment of disabled people that is related to their disability.

4. The Equal Opportunity and Diversity Policy shall be:

4.1.1. Available to all stakeholders.

4.1.2. Placed on the 'Shared Drive'.

4.1.3. Referred to in all job descriptions, advertisements, recruitment literature and in the School and College Prospectus.

5. MONITORING

5.1 It is the responsibility of the Principal, through Heads of Department to ensure that the Equal Opportunity and Diversity Policy is implemented and monitored.

5.2 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.

5.3 The Board of Governors will receive such information on the implementation of the Equal Opportunity and Diversity Policy as it may require from time to time.

5.4 The Policy will be reviewed annually at ECM (Every Child Matters committee).

Appendix A

This policy should be read in conjunction with

Recruitment Policy
Race Equality Policy
MHS Behaviour Policy
MHC Behaviour Policy

Appendix B- Equality and Diversity Statement

(This is being developed as part of the IDA and will go to the next ECM for approval)