



EQUAL OPPORTUNITIES POLICY

Policy Statement

Moor Park School is committed to achieving equality in all parts of its educational service. This is inextricably linked with the school's Christian ethos and its excellence of educational practice. It is the policy of the school to ensure that equal opportunities are enjoyed by children, staff and parents, regardless of (as appropriate) age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Aims

- The school wishes to do everything possible to encourage children to respect those who differ from themselves in terms of gender, custom, faith, language, nationality or colour. An aim of Moor Park is respect for the individual, and thus individual difference.
- The school recognises that the needs of girls and boys can differ and, within the general policy described above, we endeavour to meet those needs.
- Apart from the desire to maintain the general balance between boys and girls which is necessary in a co-educational school, no desired quotas are in place.
- It is the intention of the school to ensure that all activities offered are available equally to girls and to boys though certain exceptions do apply for logistical or practical reasons. For example, changing facilities may often make it impractical for sports teams to be mixed.
- The school specifically welcomes children from different social backgrounds, holding the view that only through such a mix will children come to understand the cultural and social diversity of our country and indeed the world.
- The school welcomes children of different nationalities, although certain pre-conditions must be met by children joining the school from abroad with regard to language and age. It is our belief that enabling children from different countries to live and work together enriches both English and foreign children and facilitates a growing understanding of different customs, attitudes and beliefs.
- Although the school is of Catholic foundation and ethos, it welcomes children from different religious backgrounds. We are unable to offer active support within school for the full range of specific religions, but the school's approach is broad and non-dogmatic. Children wishing to attend church outside school are welcome to do so. Equally, if there is strength of feeling, children do not have to participate in Catholic worship in the school chapel.

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- The school believes that all children have specific needs. We aim to make the entire curriculum accessible to all children but individuals may need an 'IEP' (individual education plan). There may also be children with an EHC or Statement in the school whose needs are also met.
- It is our hope that members of the Moor Park community not only experience equal opportunities during their time at the school but that they also learn the value and importance of ensuring that equal opportunities exist for all.

Code of Conduct

The Head, the senior management team, pastoral staff, house parents and the medical staff play an active role in monitoring the implementation of Moor Park's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. Teaching and medical staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

Child Protection

The government set out its definition of British values in the 2015 Prevent Strategy – this promotes the values of:

- democracy
- the rule of law
- individual liberty
- mutual respect
- tolerance of those of different faiths and beliefs

Moor Park promotes these values to ensure that the protection of children remains paramount. See PSHCE and SMSC documents for further details of how this is achieved.

English as an Additional Language

In order to cope with the academic and social demands of Moor Park, pupils must be able to understand English and be rudimentary English speakers on arrival. Normally pupils should have been educated in the English medium for at least one year before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense. See separate EAL Policy.

Complaints

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the school's complaints procedure can be sent to you on request.

Early Years

Moor Park Early Years is committed to providing equality of opportunity and anti-discriminatory practice for all children and families. For more details on how this policy is implemented in the the Early Years, please see the Moor Park Early Years Equality and Diversity Policy.

Legal framework

2015 Prevent Strategy
Every Child Matters: change for Children 2004
United Nations Convention on the Rights of the Child
International Children's Emergency Fund (UNICEF)
SEND Code 2015
Children and Families Act 2014
Equality Act 2010
The Early Years Foundation Stage 0-5 Years (2014) DFES.

Definitions

Direct Discrimination

A person is excluded, penalised or treated less favourably through policy.

Indirect Discrimination

A condition or requirement, although applied equally, has the effect of excluding, penalising or treating less favourably any person on the basis of race, colour, gender, disability or background.

Victimisation

A person is given less favourable treatment because s/he has exercised her/his rights under the policy or legislation.

Harassment

Behaviour, deliberate or otherwise, directed at an individual that is offensive to the recipient, that threatens their security and creates an intimidating environment.

Bullying

Similar to harassment, the difference being that bullying is usually for personal reasons whereas harassment is usually because someone belongs to a particular group, thus the group is under attack as well as the individual.