

MORE HOUSE SCHOOL

POLICY

PROMOTION OF EQUAL OPPORTUNITIES AND DIVERSITY

Rationale:

Promoting equal opportunities is fundamental to the aims and ethos of More House School. The School operates under the exception for single-sex establishments as defined by the Sex Discrimination Act 1975 (SDA) Section 26(1). It is the school's policy to ensure that all students enjoy the opportunities available to them in order to fulfil their potential and are educated in an environment, safe in the knowledge that they are all equally valued. This ethos is also promoted to cover all staff employed in the daily life of the school.

Purposes:

1. The promotion of equal opportunities and diversity is designed to expand the depth and breadth of education at More House including school activities, respect between teachers and students and to promote mutual wellbeing.
2. 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.
3. To ensure that students are well motivated and given the opportunity to succeed regardless of ability, social class, ethnicity, gender or sexual orientation.
4. 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 curriculum will be designed to ensure all pupils have equal access to opportunities and resources and the contribution of all pupils is valued.
3. The language used in the school will promote positive attitudes to all. Oral derogatory language will be challenged and dealt with.
4. Unacceptable attitudes and behaviour will be dealt with decisively.
5. The curriculum will allow opportunities to develop the skills necessary to recognize and challenge prejudice.
6. Grouping will be determined to give maximum support to all pupils.
7. Strategies will be developed to ensure that staff development needs in relation to equal opportunities are met.
8. 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.

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The below are also important policies which support this ethos:

- [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](#)
- The Equality Opportunities Act as amended 2013
- The Equality and Human Rights Commission Directives
- The Equality Act 2010
- The Human Rights Act 1998
- The Prevent Duty 2015
- The Common Inspection Framework 2015
- Keeping Children Safe I Education (July 2015)