

MOOR PARK ~ 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.

Policy Detail ~ Children

- ❖ 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.
- ❖ Teachers are encouraged to include within their schemes of work informative and sympathetic reference to issues such as race, culture, faith and other similar themes.

- ❖ 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).
- ❖ 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.

Should any member of the community believe that s/he is being discriminated against in any way, s/he is encouraged to voice his/her concerns and to follow the Complaints Procedure.

Policy Detail ~ Staff and Parents

Should any adult feel that discrimination has occurred – or indeed that they have been discriminated against – they are encouraged to raise the concern with the individual, inform a colleague or speak with a senior member of staff. The Complaints Policy will be invoked if it is deemed to be appropriate.

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.