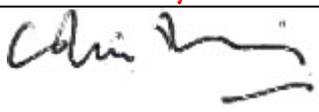




MOUNT HOUSE SCHOOL

SCHOOL POLICIES

EQUAL OPPORTUNITIES

Review	Date	By
Last Reviewed	August 2018	
Next Review	August 2019	

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Mission Statement

At Mount House, every individual is valued, and each child's unique talent will be identified and nurtured. Pupils should leave the school as able, articulate, balanced, caring and well-rounded individuals with a genuine love of learning, ready to take on life's challenges and opportunities, aware of the needs of others and confident in their ability to make a difference.

In the light of our Mission Statement, Mount House School aims to provide all pupils with equal opportunities. They should have equal access and opportunities within the Curriculum, both formal and informal, so that when leaving our school, they have the widest possible options available to them, educationally, socially and vocationally.

Mount House School supports equal opportunities by countering stereotypes and prejudice, reducing the effects of sexual, racial and social discrimination, while at the same time acknowledging the diverse cultural and educational needs of our pupils.

Equality of opportunity for all is essential, whatever their age, ability, race, sexual orientation or background. We recognise that self-perception can be influenced by the environment. We want all our pupils to achieve their full potential during their time with us. We work to ensure that our expectations, attitudes, and practices do not prevent anyone from fulfilling their potential.

We understand that, as children mature and their relationships with peers of both sexes develop, their perception of gender roles alters. We also accept that such perceptions are influenced by other factors, including home, faith/belief, religion, peer group and the media.

As a school, we incorporate guidelines for Equal Opportunity into our primary practice. Certain strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates the life and work of the school. Pupils have equal opportunity within, and equal access to, all areas of the School Curriculum. This includes the Programmes of Study and Attainment Targets for the National Curriculum subjects, other subject areas currently outside the National Curriculum and extra-curricular activities. All are encouraged to participate equally in the full range of activities both inside and outside the classroom.

Efforts are made to recognise, and be aware of, the possibility of gender bias in our teaching and learning materials and in our teaching styles.

- Materials are selected carefully for all areas of the Curriculum to avoid sexual stereotypes and gender bias.
- Impartiality is demonstrated by teacher time, attention and resources being given equally.
- Opportunities are given for pupils to work with male and female teaching and nonteaching staff.

Teaching and other groupings, such as dinner queues, Assembly seating, lines for dismissal, classroom seating and playground areas, are organised by criteria that does not promote bias, for example, age, ability, friendship. Equality is demonstrated when giving/delegating responsibility and noting the achievements of children.

- Discipline – notably rewards and sanctions – are the same for all pupils.
- Our school uniform policy embodies the same standards for all.
- Pupils and staff are encouraged to respect and value each other, and build and maintain co-operative working relationships both within school and in the community.

Any discrimination that arises inside or outside the classroom is handled sensitively and discussed with the pupil.

Monitoring and Evaluation

Mount House School recognises the value of evaluating and monitoring equal opportunities.

Measures include:

- reviewing attendance and punctuality – analysing reasons for absence – where patterns affect particular groups of children
- reviewing the quality of relationships between different groups of pupils
- analysing the attainment and progress of pupils, highlighting significant variations in attainment.

Staffing

We provide all staff at Mount House with equal opportunities. No teaching post is gender-specific and when appointing staff. Eg The post of Head of House is open to any member of staff who wishes to apply for it.

Tasks, duties and responsibilities are allocated without discrimination. Men and women are to teach all age groups. All staff have equal access to professional development and posts of responsibility.

All members of staff review regularly practices and approaches involving equal opportunity through their teaching.

Implementation

In pursuit of equal opportunities, we will:

- foster an understanding of each person's unique talents and a responsibility for building relationships which develop self-confidence, self-esteem and mutual respect.
- make the curriculum accessible to all pupils, addressing their individual needs and abilities, and enabling them to realise their full potential – Inclusion Manager.
- provide advice on option choices and careers which focuses on the pupil's potential and avoids stereotypes Enables pupils to make informed choices to help them reach their full potential and understand that the decisions they make are important determinants of their success and well-being.
- monitor examination results and other attainment data in order to analyse pupil achievement and inform future planning – Faculties, Exams Officer and Inclusion Manager.
- provide whole-school INSET to enable all staff to promote equal opportunities in the school community and in their work– CPD session run both as twilight sessions and on inset days.
- value the different cultures represented by our pupils and their families.
- monitor recruitment of staff to the school in order to provide positive role models for the pupils.
- monitoring use of language - incidents that may be racist or discriminatory

Monitoring

1. We will maintain and review the employment records of all employees in order to monitor the progress of this policy.

Monitoring may involve: -

- The collection and classification of information regarding the race in terms of ethnic/national origin and sex of all applications and current employees;
- The examination by ethnic/national origin and sex of the distribution of employees and the success rate of the applicants; and
- Recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.

2. The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

SLT & Directors will revise and review this policy regularly.