



The Mount School

Equal Opportunities Policy

GENERAL STATEMENT

At The Mount School we recognise our responsibilities under the Race Relations Act, The Sex Discrimination Act and The Disability Discrimination Act to eliminate discrimination and to promote good relations between pupils, staff, parents and the local community. The promotion of equal opportunities is the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the curriculum and in areas beyond the curriculum.

AIMS AND OBJECTIVES

Through the implementation of the equal opportunities policy we aim to:

- create an environment in which all feel valued, irrespective of ethnic origin, gender, ability, or age;
- work to ensure that all are treated fairly and with mutual respect;
- ensure equal access to all areas of the curriculum for all the children in our care;
- promote the belief that all can and should achieve their highest potential in all areas of the taught and "hidden" curriculum;
- ensure that all materials used within school to promote learning are appropriate and free from bias.

GENERAL PRINCIPLES

Statements of Equal Opportunity will appear in all relevant school documentation (for example the school prospectus, staff handbook, etc.).

All staff and pupils will be made aware of the school's policy on behaviour.

All parents and guardians, regardless of ethnic background, disability, gender or socio-economic background are welcome and will be encouraged to participate as fully as possible in the life of the school. We encourage the participation of all parents and guardians and have a commitment to keeping them as widely informed as possible about the school.

PRINCIPLES RELATING TO THE CURRICULUM

Opportunities to promote understanding of equal opportunities issues will be taken throughout the curriculum. Pupils will be encouraged to explore aspects of their own culture and that of others, issues in social life and values and concerns which humans have in common. These may be achieved through the planned curriculum, through class discussion or through acts of collective worship.

An enquiring, open attitude will be encouraged in children to cultures, beliefs, languages and traditions which are not their own and pupils will be given knowledge of the diverse society in which we all live.

Teaching and learning strategies will reflect the diversity of those within school and will acknowledge and respond to the different learning styles and needs of different groups and individuals. Learning materials and resources will portray gender, ethnicity, disability, and age in as

positive, non-stereotypical ways as possible.

Co-operation, collaboration, listening, and mutual respect will be encouraged in class and group work. Achievement and progress will be monitored and positive action taken to address any disadvantage.

PRINCIPLES RELATING TO PERSONNEL

The school will seek to implement equal opportunities in the recruitment, support, and development of all staff. The school's senior management will seek to ensure that its recruitment policy is fair and equal and does not discriminate on grounds of race, sex, disability, or age.

Visitors to and voluntary helpers in school who work with children will represent, as far as possible, a range of genders, cultural and ethnic backgrounds.

MONITORING AND EVALUATION

It is the responsibility of all staff to monitor the success of the equal opportunities policy by ensuring that the equal opportunities issues raised within it are followed and supported.

Where monitoring identifies a matter of concern, appropriate action will be taken at senior management level to address the situation, after seeking appropriate consultation and advice.

This policy will be reviewed every three years or in the light of changes to statutory requirements.

Reviewed and Amended June 2013

