

Policy Name	Equal Opportunities / Public Sector Equality Duty
Contact Person	Miss G M Jones
Committee	Full Governing Body
Date of Approval	
Date of the next review	

Moor Hall School

Moor Hall Mission Statement

Moor Hall is a caring school which aims to create a stimulating learning environment in which every individual has the opportunity to fulfil their own potential.

Moor Hall School is committed to ensuring that it meets its specific duties in relation to current equality legislation. Under the Public Sector Equality Duty (PSED) Moor Hall School is required to publish information about how the school addresses equality issues. The Equality Act 2010 replaced all existing equality legislation and states that the following protected characteristics must be considered when making decisions or formulating policy.

Protected Characteristics are:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender Reassignment
- Age (only in role of employer, not in relation to pupils)
- Marriage and Civil Partnership (in role of employer)

The information we publish will have ‘due regard’ and be linked to the three main elements of the Public Sector Equality Duty.

- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations between people who share a protected characteristic and those who do not

Due regard is defined as giving relevant and proportionate consideration to the duty which in schools means that:

- Decision makers must be aware of the duty to have ‘due regard’ when making a decision or taking an action and must assess whether it may have implications for people with particular protected characteristics

- Schools should consider equality implications before and at the time of developing policy and take decisions, not as an afterthought. These must be kept under review of a continuing basis
- The PSED must be integrated into the carrying out of the school's functions and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind – it is not just a question of ticking boxes or following a particular process
- Schools cannot delegate responsibility to any other agency for carrying out this duty

All members of Moor Hall School are entitled to be treated without prejudice irrespective of gender, ethnic origin, religion, class, ability, disability or any other perceived difference.

All pupils will have an entitlement to participate in broad and balanced educational experiences. Such entitlement will be irrespective of ability differences. In particular, the aim must be to develop fully the individual potential of all students unhampered by any form of stereotyping.

All staff (including those on Part Time contracts) will be entitled to professional development opportunities irrespective of gender, ethnic origin, religion or age in accordance with the letter and spirit of current legislation.

All vacancies will be advertised openly and any appointments made (governors, teaching, and non-teaching staff) will be made on the basis of ability – relating to the post in question.

The Governing Body and the School, through the Accessibility Plan, will promote modification and improvement of the site, buildings and facilities to ensure reasonable access to all.

The School will expect pupils, staff and governors to apply the Policy which also includes provision for monitoring and action when appropriate. Equal opportunities will be an agenda item, as appropriate, at Governing Body, Senior Management Team and Leadership team meetings. .

AVOIDING DISABILITY DISCRIMINATION

Guidelines

The school will regularly review its provision for pupils and staff with disabilities. Where deficiencies in provision are identified, the appropriate Agencies will be contacted with a view to the necessary improvements.

Access to the curriculum for pupils with a disability will be a priority adjustments will be made where necessary and feasible, e.g. room changes.

AVOIDING RACIAL, ETHNIC OR RELIGIOUS DISCRIMINATION

Guidelines

All incidents must be dealt with promptly, firmly and consistently.

Opportunities will be taken through, assemblies, PSHE, RE and elsewhere for the encouragement of positive attitudes on this subject.

Breaches will be referred to the School's Behaviour coordinator using the log of racist incidents, reported to the Governing Body via the Head teacher's termly report and to the Local Authority termly.

International and global outlooks will be encouraged. Part of the school's charity work programme will comprise fundraising and other activities to support the needy in developing countries.

Pupils will be reminded that, that Britain is a multicultural country and that a spirit of tolerance and mutual support is essential. Contact with other ethnic groups will be encouraged through contact with other schools, business and community links.

This guidance is to be read in conjunction with all other relevant school policies.