

Mountjoy School

Comprehensive Equality Scheme

March 2024



This is a Mountjoy School Policy
Reviewed by: Senior Leadership Team

Date: March 2024

Date of next review: March 2025

In accordance with Article 28 and 29 of the Convention of the Rights of the Child.

Introduction

This document, which outlines our combined, Race, Disability and Gender Equality Schemes, is designed to communicate the following:

- Our Diversity statement
- Our responsibilities in terms of race, disability and gender
- An overview of some actions we have taken to date
- Our Disability, Gender and Race Equality Schemes action plans

Equity and inclusion are at the heart of our equality plans and we are keen to ensure that Mountjoy is an organisation that supports and promotes **Equality for All** within our school and the wider community.

Mountjoy School's Diversity Statement

Mountjoy School values the diversity of individual talents and creative potential that every employee, pupil and potential employee or pupil brings to our organisation.

We aim to promote and maintain a culture of diversity where appointments to jobs, reward and personal success depend solely on individual ability and performance. All pupils and potential pupils, employees and potential employees, whether part time, full time or temporary are treated fairly with respect and dignity.

Selection for employment, promotion, training or any other benefit is based on aptitude and ability.

Disability Equality

The purpose of this Disability Equality Scheme is to show how Mountjoy School promotes equality for disabled pupils, staff, parents and the wider community. We believe in treating everyone fairly and we are committed to creating an environment in our school that is appropriate and accessible to all.

We aim to encourage and listen to local views and involve local people in the work of our school. All school staff and members of the 'Mountjoy Community' have a responsibility to treat everyone fairly and to promote arrangements for people with disabilities.

The School already makes the following provision for children with disabilities under the Equality Act 2010 (EA)

- Training for staff on racial equality, learning difficulties, autism, behaviour support, manual handling, mental health, signing, augmented communication, visual difficulties, hearing impairment, diabetes and epilepsy has already been undertaken
- The curriculum is sufficiently responsive to (and is continually adapted to meet) the needs of disabled pupils
- Materials have been adapted to the greatest degree possible
- Additional resources have been purchased
- Information for parents and public is regularly reviewed

- We work in partnership with a number of agencies to ensure their expertise can enable full access and provision for all.

Gender Equality

The purpose of this Gender Equality Scheme is to show how Mountjoy School promotes equality of opportunity between men and women and to eliminate unlawful pay imbalance, sexual discrimination and harassment.

We aim to encourage and listen to local views and involve local people in the work of our school. All school staff and members of the 'Mountjoy Community' have a responsibility to treat everyone fairly and to promote arrangements for gender equality.

The School already makes the following provision under the Equality Act (EA):

- Jobs are open to all genders
- Appointments are made by choosing the best candidate and through following the guidelines laid down by the LA for recruitment, alongside our strong and robust selection processes
- Pay is relative to experience, not to gender
- Boys, girls and non-binary pupils are given the same opportunities throughout the school.

Race Equality

The purpose of this Race Equality Scheme is to show how Mountjoy School promotes equality of opportunity for all irrespective of race and ethnicity.

We aim to encourage and listen to local views and involve local people in the work of our school. All school staff and members of the Mountjoy Community have a responsibility to treat everyone fairly and to promote racial equality.

The School already makes the following provision under the Race Relations Act:

- Jobs are open to all
- Appointments are made by choosing the best candidate and through following the guidelines laid down by Dorset Council for recruitment alongside our strong recruitment processes
- Pay is relative to experience
- All pupils and staff, irrespective of race or ethnicity, are given the same opportunities throughout the school.

Age Equality

The purpose of this Age Equality Scheme is to show how Mountjoy School promotes equality of opportunity for all irrespective of a person's age.

We aim to encourage participation from all within Mountjoy School. All school staff and members of the 'Mountjoy Community' have a responsibility to treat everyone fairly and to promote arrangements for age equality.

The School already makes the following provision under the EA:

- Jobs are open to all
- Appointments are made by choosing the best candidate and through following the guidelines laid down by Dorset Council for recruitment alongside our strong recruitment processes

- Pay is relative to level of responsibility and role
- All pupils and staff, irrespective of age, are given the same opportunities throughout the school.

Sexual Orientation Equality

The purpose of this Sexual Orientation Equality Scheme is to show how Mountjoy School promotes equality of opportunity for all irrespective of sexual orientation.

We encourage and celebrate all diversity in the work of our school. All school staff and members of the Mountjoy Community have a responsibility to treat everyone fairly and to promote arrangements for sexual orientation equality.

The School already makes the following provision under the EA:

- Jobs are open to all
- Appointments are made by choosing the best candidate and through following the guidelines laid down by Dorset Council for recruitment alongside our strong recruitment processes
- Pay is relative to experience, role and responsibility
- All pupils and staff, irrespective of sexuality, are given the same opportunities throughout the school.

Religious Equality

The purpose of the Religious Equality Scheme is to show how Mountjoy School promotes equality of opportunity for all irrespective of faith and belief.

We aim to encourage and listen to local views and involve local, national and international people in the work of our school. All school staff and members of the Mountjoy Community have a responsibility to treat everyone fairly and to promote arrangements for religious equality.

The School already makes the following provision under the EA:

- Jobs are open to all
- Appointments are made by choosing the best candidate and through following the guidelines laid down by the LA for recruitment alongside our strong recruitment processes
- Pay is relative to experience, roles and responsibilities
- All pupils and staff, irrespective of religion, are given the same opportunities throughout the school.