

# **Mountjoy School**

## **Comprehensive Equality Scheme**

**March 2023**



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

**Date:** **March 2023**  
**Date of next review:** **March 2024**

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

Inclusiveness is at the heart of our equality plans and we are keen to ensure that we are an inclusive organisation that supports and promotes **Equality for All** within our, 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 will be treated fairly with respect and dignity.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

## **Disability Equality**

The purpose of this Disability Equality Scheme is to show how Mountjoy School is going to promote 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 which 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 learning difficulties, autism, behaviour management, manual handling, 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 is going to promote equality of opportunity between men and women and to eliminate unlawful sex 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 and Girls are given the same opportunities throughout the school

## **Race Equality**

The purpose of this Race Equality Scheme is to show how Mountjoy School is going to promote equality of opportunity for all irrespective of colour 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 arrangements for 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 ethnicity, are given the same opportunities throughout the school

## **Age Equality**

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

We aim to encourage participation from all peoples 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
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## **Sexual Orientation Equality**

The purpose of this Sexual Orientation Equality Scheme is to show how Mountjoy School is going to promote 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 is going to promote 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