



Mougins School

615 Avenue Dr Maurice Donat, CS 12180

06252 Mougins

France

<http://mougins-school.com/>

Equality Policy



Philosophy

“There is no place for discrimination of any kind in our society. We need to work to ensure that children can learn and teachers can teach in a safe and nurturing environment, free from bullying and fear.” Minister for Women, Equalities and Family Justice, Caroline Dinéage, Equalities Act 2010.

Mougins School prides itself in providing equal opportunities for all of its employees and students regardless of disability, religion, sexual orientation, culture, gender, ethnic origin, colour or age.

Aims of Mougins School

Mougins School Equality Policy supports the aims, vision and values of the school to:

Encourage pupils to develop morally, emotionally, culturally, intellectually and physically;

Create a way of life characterised by caring, tolerance, security, praise and high expectations;

Enable pupils to learn best by being encouraged, valued, trusted and respected;

Help pupils develop continuously by providing conditions and experiences that sustain and encourage this development.

Aims of the Mougins School Equality Policy

Mougins School is committed to Equal Opportunities and Inclusion. We aim to engender a sense of community and belonging, and to offer new opportunities to learners. 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 taught and hidden curriculum. The Mougins School Equality Policy aims to:

Offer equal opportunities regardless of race, culture, gender, academic ability or physical ability.

Provide an environment free from social, sexual or cultural prejudice for all members of our school community.

Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

In Relation to Students

In relation to students the school is committed to the principle of equality of opportunity for all pupils irrespective of gender, sexual orientation, colour, religion, ethnic or national origin. Wherever possible, adjustments will be made to allow disabled students to be accommodated successfully within the school and for them to access the full range of the curriculum.

Mougins School aims to be a community within which everyone feels secure. The school is opposed to bullying, abuse, and harassment of any kind. It makes it clear to pupils that:

No one should have to suffer sexist, racist, homophobic or other abuse



No one should have to suffer name calling

No one should have to fear or suffer physical violence

No one should feel victimised in any way

It is every pupil's responsibility to ensure that harassment is not tolerated

In Relation to Employees

Mougins School is an equal opportunity school. In relation to employees, it treats all applicants and members of staff (teaching and non-teaching), in the same way regardless of their marital status, gender, sexual orientation, age, colour, religion, ethnic or national origin. Where a disabled person applies for a post or a member of staff becomes disabled, the school will make reasonable adjustments to remove the disadvantages faced by the disabled person.

There will be no discrimination, positive or negative: persons appointed can be reassured that they were the applicants who best met the job specification.

Sexual, racial or disability harassment is not only unlawful discrimination but also improper and inappropriate behaviour. It is school policy to provide an environment for all who work here free from such indignities.

Procedures

Staff have a duty to report any incidents involving a breach of the policy. Any incidents of racist, homophobic bullying or sexual harassment amongst pupils will be taken seriously and must be dealt with appropriately and reported to a member of the Senior Leadership Team or the Headteacher.

All staff have a legal duty not to exclude, bully or otherwise harass other staff. Such allegations of bullying and harassment of staff must be referred to the Headteacher.

Links to Other Policies

This policy is closely linked to the following Mougins School Policies:

- Admissions Policy
- Anti-Bullying Policy
- Behaviour Policy
- Child Protection Policy
- Complaints Procedure
- Exclusions Policy
- Health and Safety Policy
- Safer Recruitment Policy

Review



This policy will be reviewed annually, in the light of statutory changes or when an incident has occurred which necessitates a change to policy. Any changes will be presented to be ratified by SMT.