



Midhurst Rother College

The best in everyone™

Part of United Learning

EQUAL OPPORTUNITIES POLICY

Midhurst Rother College serves a large rural catchment area comprising Midhurst and its surrounding villages. Students come to College from a wide variety of home backgrounds. The College serves students who receive learning support throughout their time with us, as well as students who are likely to complete their education in a leading university department.

- We believe that all members of our college community are of equal value, irrespective of background, race, gender, sexuality or ability. This means that high but realistic academic expectations are applied to each student. This aim is supported by our student review, and target setting and tracking processes, as well as our strategy for teaching & learning.
- We seek to ensure that students with modest means are not disadvantaged in the academic opportunities available to them.
- We believe that members of the school should treat each other with care and respect. We seek to encourage positive role modelling from all members of the community. This aim is supported by our College and United Learning's values and ethos.
- We believe that equal opportunity issues should be addressed through a variety of learning mechanisms which promote tolerance. Every member of our community has a responsibility to uphold our values of respect, happiness and achievement.
- We challenge stereotyping through role-modelling and high standards of conduct and behaviour.
- We promote religious tolerance through the celebration of major festivals and related use of assemblies and through our statutory RP programme.
- We encourage the involvement of all members of our local community to make use of our educational and recreational resources.
- We promote the concept of dignity and equal value of work through our work experience and mock interview programmes.
- We monitor equal opportunities issues using parent, student and staff attitude surveys. Any incidences involving prejudice in any way are logged and discussed in appropriate meetings, with a view to taking appropriate action.
- We are also committed to ensuring equal opportunities for all applicants for teaching and non-teaching posts at Midhurst Rother College.

July 2018