



**Moor Park
High School
and Sixth Form**

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Equality objectives – Annual Summary – June 2023

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

i. All people are of equal value

The school's policies and practices ensure that all people are of equal value. A culture of equality is engendered through the school's personal development programme, through The Moor Park Way and through the explicit teaching of British Values.

ii. Diversity must be recognised and respected:

The school's HR policies are regularly reviewed to ensure that they are not discriminatory in any way. Reasonable adjustment is made for staff and students to ensure that barriers and disadvantages are mitigated. The school's investment in resources such as gender-neutral toilet facilities and regular review of DDA compliance makes this a place that does not discriminate. Our students speak 37 different home languages and the school formally celebrates different cultural backgrounds and experiences.

iii. The school will foster positive attitudes and relationships, and a shared sense of cohesion and belonging:

The school's fostering of positive attitudes and relationships is enshrined in the Wellbeing Charter for staff and The Moor Park Way for students. These documents ensure a universal entitlement and cohesive approach for all people within the organisation.

iv. The school will ensure that the recruitment, retention and ongoing professional development of staff is undertaken in a fair and equitable manner to support our school's vision and values:

Professional development is a universal entitlement for all staff and all recruitment is led by staff who have had Safer Recruitment Training.

v. The school aims to reduce and remove any inequalities and barriers that may already exist:

The school ensures that all changes in policy or practice are shared with the whole school community in order to reduce inequality and remove barriers. This includes regular consultation, collection of stakeholder feedback and the use of a variety of media to communicate important policy or practice changes.