



2016

Equality and Inclusion Policy

Policy Document

Date created	14 Sep 2016
Date approved	14 Sep 2016
Date of next review	14 Sep 2017

Status

Statutory

Purpose

Our school aims to be an inclusive school and does not discriminate against anyone on any grounds. We make special efforts to ensure that all groups prosper, including those with special educational needs; who have difficulties in accessing the school's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including gypsy, Roma, travellers, refugees and asylum seekers. This school seeks to ensure that all children will be treated according to their needs. This covers race, colour, nationality, national origin, religious belief, gender, disability, sexual orientation, age or economic deprivation.

Relationship to Other Policies

This policy relates to Able, Gifted and Talented; Accessibility Plan and Policy; Curriculum; Child Protection and Safeguarding; Code of Conduct; Complaints Policy and Procedures; EYFS; Health and Safety; Home School Agreement; Learning and Teaching; Education of Looked After Children; Personal, Social, Health and Economic education (PSHE); Phonics, Positive Management of Behaviour policy; Race Equality; Reading; Sex and Relationships Education (SRE); Special Educational Needs; Staff Disciplinary Procedure; Staff Grievance Procedure; Whistleblowing (Confidential Reporting Code) and Equality Information and Objectives .

Aims and Objectives

- To celebrate diversity/equality and achievement
- To emphasise mutual respect and tolerance
- To promote positive attitudes and self-esteem

- To challenge stereotyping and prejudice which may arise through low self-image and ignorance
- To ensure that all recruitment, induction, employment, promotion and training systems are fair to all and provide opportunities for everyone
- To ensure that incidents are reported, analysed and addressed swiftly and effectively

Monitoring and Review

- The Governing Body and the Headteacher are responsible for monitoring equality and inclusion related incidents .
- The Governing Body and the Headteacher ensure that all appointment panels give due regard to this policy
- The Headteacher is responsible for ensuring that all Staff are aware of this policy and that all Staff apply these guidelines fairly in all situations

The Governing Body will oversee, review and update this policy annually