



ADDINGTON SCHOOL

EQUALITY POLICY

May 2016

Reviewed May 2017

At Addington School we promote and value diversity and human rights. We challenge stereotypes.

Aims

- 1 To enable all members of our school community regardless of race, gender, disability, social background, religion or beliefs, sexual orientation, gender reassignment, pregnancy or maternity or age to have the opportunities to develop in every area of our school life to the highest level.
- 2 To provide a broad and balanced curriculum promoting the spiritual, moral, social, cultural, mental and physical development of our pupils.
- 3 To encourage respect and tolerance for others, their faith, culture and way of life.

As a school we take positive steps to ensure the continued development of equal opportunities throughout the school:

School Environment

- The site is designed to ensure access for all and physical resources are made available to allow full access to the curriculum as required.
- There will always be sufficient staff on duty to ensure children are in a safe environment.
- In the playground pupils will be encouraged to play together. Our staff lead and model play activities to promote positive play and appropriate behaviour.

Curriculum

- Organise and deliver a personalised curriculum which ensures equal participation by pupils of both sexes in all the elements of learning, knowledge, concepts, skills and attitudes.
- Encourage positive attitudes towards everyone.
- All staff ensure that the classroom is an inclusive environment and that all contributions are valued.
- Teachers ensure the tasks set meet the needs of the full ability range of pupils.
- Challenging targets encourage all children to meet their full potential.
- The school has an inclusive approach to educational visits and risk assessments are carried out beforehand to ensure full access for all pupils and staff.
- We pay full attention to the physical needs of the children through access to water, provision of a healthy snack etc. see Healthy Schools Policy for full details.

Pupil Organisation

- At the beginning of each school year class staff support children in all classes to compose Class Codes of Conduct outlining the behaviours we are looking for in all pupils. This is then displayed prominently throughout the year and used to promote good behaviour.
- All incidents of harassment are taken seriously and dealt with immediately by staff. Serious incidents are logged, outcomes agreed and reported to parents.

Resources

- Playground and sporting equipment is supervised to ensure fair and equal access.
- Buddies are on the playground everyday supporting the needs of all pupils.

- Classroom equipment is selected to accommodate the needs of all.
- Our Access HLTAs ensure that every pupil has the equipment and resources they require in order to access the curriculum and other activities.

Staffing and Administration

- We ensure that the school's arrangements for discipline, extra-curricular activities and employment of staff do not discriminate on all equality grounds - see Recruitment and Selection of Staff Policy.

Monitoring and Evaluation

- The Governing Body will monitor and evaluate this policy annually alongside all other related policies with a view to considering the impact of our main activities on people with protected characteristics. We will take into consideration all available monitoring data to inform our review and evaluation (e.g. pupil data, pupil, parent and staff surveys).

Review Date: May 2018