

## Inclusion and Equality Policy

This Equality Policy outlines our commitment to promoting inclusion and equality and eliminating discrimination in all aspects of school life. Our school is committed to creating an inclusive environment where every pupil feels valued, respected, and supported to achieve their full potential. We actively remove barriers to learning and participation, celebrate diversity, and ensure equality of opportunity for all pupils regardless of ability, background, or need.

We are committed to ensuring that every member of our school community is treated fairly, with dignity and respect, and that our school is a place where everyone feels safe, valued and included.

## Legal Framework

This policy is written in accordance with the Equality Act 2010 and complies with the Public Sector Equality Duty. It also reflects guidance from the Department for Education and the Equality and Human Rights Commission.

## Intent

Our school aims to:

- Embed inclusion as a core principle in all aspects of school life.
- Provide high-quality provision for all pupils.
- Promote equality, diversity, and accessibility in line with the Equality Act 2010 and SEND Code of Practice.
- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

## Objectives:

- High expectations for all pupils.
- Personalised support for SEND, EAL, and disadvantaged pupils.
- Challenge discrimination and model inclusive attitudes.
- Ensure accessibility and cultural responsiveness.

## Roles and Responsibilities

The governing body is responsible for ensuring that the school complies with legislation and that this policy is implemented effectively. The headteacher is responsible for implementing the policy, ensuring staff are aware of their responsibilities, and that they receive appropriate training and support. All staff are expected to promote an inclusive and collaborative ethos and challenge inappropriate language and behaviour.

## **Protected Characteristics**

We are committed to ensuring equality of opportunity for all members of our school community, regardless of their: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## **Curriculum and Teaching**

We ensure that our curriculum promotes inclusivity, equality and celebrates diversity. Teaching materials and methods are adapted to reflect the diverse backgrounds and needs of our pupils and to ensure accessibility for all.

## **Staff Recruitment and Development**

We are committed to ensuring that all staff appointments are made on the basis of merit and that no applicant or employee is treated unfairly. Staff are provided with training and development opportunities to support the implementation of this policy.

## **Monitoring and Evaluation**

We regularly monitor and review our practices to ensure that they are effective in promoting inclusion, equality and tackling discrimination. This includes analysing pupil performance data, attendance, behaviour and exclusions by protected characteristics.

## **Publishing and Reviewing the Policy**

This policy is published on our school website and is reviewed annually by the governing body. Feedback from pupils, parents, staff and other stakeholders is used to inform future updates.

Written September 25

Review date September 27