



Work, play, pray - together

Inclusion/Equalities Policy.

“Do to others what you would have them do to you.” – Matthew 7:12

Introduction

At St Mary's we believe that everyone should feel welcomed, valued and nurtured as part of our community. This inclusion is essential for our children so they can make a positive contribution to life in the multi-cultural, multi-faceted world in which we live. Hospitality, inclusion and reverence are all part of the core values which underpins all our work and practice and is central to our Christian ethos. St Mary's aims to provide an environment where all feel valued and free from discrimination, reflecting the world in all its rich diversity. We are committed to promoting the understanding of the principles and practices of equality - treating all those associated with our school as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively promote an anti-bullying stance which includes making explicit the unacceptability of racist, disabledist and homophobic remarks.

Special Education Needs

We understand that, as individuals, children and adults alike all may require some form of support. We recognise for some this may be specific and sometimes require the help of professionals and outside agencies.

Accessibility

We have worked hard to ensure our school and grounds are as accessible as possible. However, with an older building some areas may not be accessible and we will ensure that arrangements are in place so that no one would be excluded.

The Curriculum

At St Mary's we provide a broad and balanced curriculum that is accessible to all children, recognising individual needs and working in close partnership with parents and other professionals. We plan our curriculum to extend our children's knowledge and experience of Christianity and other religions, cultures, languages and celebrations. We ensure that our curriculum echoes the diversity of our society. Our curriculum planning, the resources we select and the behaviour we expect reflect the commitment from staff, parents/carers and volunteers to actively include all our children. Educational inclusion is about equal opportunities, for all children, whatever their age, gender, ethnicity, attainment and background. It ensures particular attention to the provision made for the achievement of different groups of pupils within a school. We are aware that specific groups of children could be more likely to under-achieve and/or suffer discriminatory practice more than others within our society.

These groups include:

- girls and boys; transgender children;

- minority ethnic and faith groups, travellers, asylum seekers and refugees;
- pupils where family members are in prison;
- pupils who need support to learn English as an additional language (EAL);
- pupils with disabilities;
- pupils with special educational needs;
- gifted and talented pupils;
- children 'looked after' by the local authority;
- other groups of children (such as sick children, young carers and children under stress children from single parent families, children with parents/carers with drug or alcohol dependency issues, children with same sex parents/carers);
- any pupils who are at risk of disaffection and exclusion.

At St Mary's we are committed to constantly monitoring, evaluating and reviewing our practice to ensure that the entire school community and, in particular, all our pupils:

- make good progress and achieve
- are able to learn effectively without interference and disruption
- are treated respectfully
- receive additional help according to their needs
- have access to a broad and balanced curriculum
- feel safe, secure and happy within our school.

We take seriously our legal duties regarding discrimination, inclusion permeates all aspects of school life and this document should therefore be read in conjunction with other policies (e.g. Equalities Policy, SEN Policy, Behaviour Policy and Anti-bullying Policy).

The policy is to be reviewed during: Autumn 2017