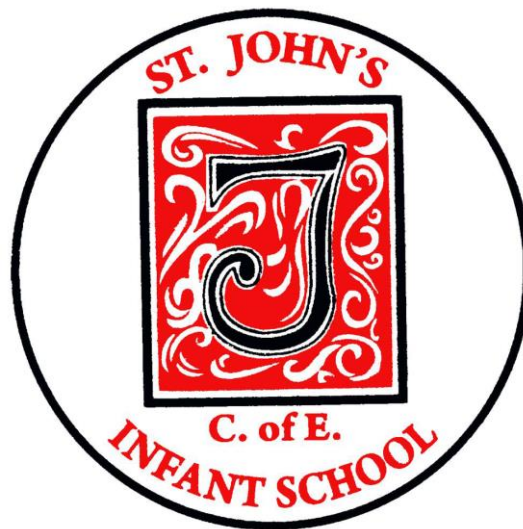


# EQUALITY, DIVERSITY AND INCLUSIONS POLICY

St John's Church of England Infant School



Approved	Date: Sept 2024
Review	Date: Sept 2025

Through faith, love, kindness and respect, our St John's family will flourish and grow

## **Our rationale**

In accordance with our Christian vision and values, St John's School are committed to a policy of equal opportunity, inclusion and the celebration of diversity enabling all members of the school family to flourish.

## **Our aims and objectives for equality, diversity and inclusion in our school**

At St John's School we aim to ensure that we do the following:

- Develop confidence in children, providing equal opportunities and enabling children to become independent learners who co-operate well with each other.
- Recognise the unique nature of each child within the school
- Harness diversity in an environment of value, high expectation, respect and appreciation for the differences in each person.
- Create an organisational culture that promotes respect fairness and dignity for all

## **Whole school expectations for the provision of an inclusive education**

The National Curriculum is our starting point for planning our school curriculum. We adapt it accordingly to ensure that we meet the specific needs of individuals and groups of children enabling all to flourish. We meet pupil needs through:

- providing differentiated work tasks in lessons and for homework
- providing suitable learning challenges in lessons and for homework
- providing adults to support identified children in and out of the classroom
- providing interventions to children whose progress needs accelerating
- providing personalised assessment opportunities based on individual needs
- providing extra curricular opportunities for children outside of lesson time
- providing specific learning resources to meet individual needs
- providing access to specific learning services to work with identified children

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## **Whole school expectations of teachers in their delivery of inclusive education**

The Saint John's family adapt their teaching style to ensure that all children:

- feel cherished, secure and respected and know that their contributions are valued
- appreciate and value the differences they see in others
- take responsibility for their own actions
- participate safely in all aspects of their learning
- are taught in groupings that allow them all to experience success
- use resources that reflect a range of social and cultural backgrounds, without stereotyping
- have a common curriculum experience that allows for a range of different learning styles
- have challenging targets that enable them to succeed
- are encouraged to participate fully, regardless of disabilities or medical needs.

## **Disability access**

Some children in our school have disabilities and consequently need additional resources. The school is committed to providing an environment that allows these children full access to all areas of learning. All of our classroom entrances are wide enough for wheelchair access, there is a lift to enable access to all floors and the designated points of entry for our school are chair friendly.

## **Disapplication and modification of statutory assessments**

The school can, where necessary, modify or disapply the National Curriculum and its assessment arrangements for identified individuals. Our school policy is to do this only in exceptional circumstances.

In exceptional circumstances we may decide that modification or disapplication is the correct procedure to follow. We would only do this after detailed consultation with parents and the Local Education Authority. The school's governor with responsibility for special educational needs would also be closely involved in this process. We would ensure that every effort had been made to provide the necessary support from within the school's resources before considering taking such an action.

Should we go ahead with modification or disapplication, we would do so through:

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Section 364 of the Education Act 1996. This allows modification or disapplication of the National Curriculum, or elements of it, through a statement of special educational needs;

Section 365 of the Education Act 1996. This allows the temporary modification or disapplication of the National Curriculum, or elements of it.

### **Racism and inclusion**

The rich diversity of our society is addressed through our school curriculum, in which we teach children to celebrate and respect other faiths and ethnicities. Racist behaviour is not tolerated in the St John's family home. All racist incidents are taken seriously and are recorded on the electronic school system – SIMS. The school contacts parents of those pupils involved in racist incidents.

Self-esteem counselling is offered to victims of racist behaviours and opportunities to correct their behaviour and form positive relationships with their peers is offered to children who have been identified as 'racist.'

The school encourages all pupils to disagree well, to practice forgiveness and seek reconciliation.

### **Statement of equality**

This policy serves to ensure that all members of the All Saints family, whatever their background, disability, ethnicity, gender, learning difficulty, nationality, religion or sexual orientation are welcomed, dealt with fairly and are treated with dignity and respect.

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