



Corringham C. E. Primary School

Equality and Inclusion Policy

Incorporating Disability equality, Gender equality and Race equality policies.

**Approved by Curriculum Committee May 2016
To be reviewed May 2019**

Corringham Church of England Primary School

Equality and Inclusion Policy

Incorporating Disability equality, Gender equality and Race equality.

1 Introduction

- 1.1 The mission statement of our school talks of valuing the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. This policy helps to ensure that this happens for all the children and staff in our school fostering the whole school ethic – regardless of their age, gender, ethnicity, attainment or background.

2 Aims and objectives

- 2.1 Our school aims to be an inclusive school. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our school:

- girls and boys;
- minority ethnic and faith groups;
- children who need support to learn English as an additional language;
- children with special educational needs;
- gifted and talented children;
- any children who are at risk of disaffection or exclusion.
- children with disabilities

- 2.2 The National Curriculum is our starting point for planning a curriculum that meets the specific needs of individuals and groups of children. We do this through:

- setting suitable learning challenges;
- responding to children's diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups of pupils;
- providing other curricular opportunities outside the National Curriculum to meet the needs of individuals or groups of children. (This includes speech and language therapy and mobility training.)

- 2.3 We achieve educational inclusion by continually reviewing what we do, through asking ourselves these key questions:

- do all our children achieve as much as they can?
- are there differences in the achievement of different groups of children?
- what are we doing for those children who we know are not achieving their best?
- are our actions effective?

3 Teaching and learning style

- 3.1 We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. When planning their work, teachers take into

account the abilities of all of their children. For some children, we use the programmes of study from earlier key stages. This enables some of our children to make progress in their own lessons, perhaps after significant amounts of time spent away from school.

- 3.2** When the attainment of a child falls significantly below the expected level, teachers enable the child to succeed by planning work that is in line with that child's individual needs.
- 3.3** Where the attainment of a child significantly exceeds the expected level of attainment, teachers use materials from a later key stage, or extend the breadth of work within the area or areas for which the child shows particular aptitude.
- 3.4** Teachers are familiar with the relevant equal opportunities legislation covering race, gender and disability.
- 3.5** Teachers ensure that children:
- feel secure 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 clothing that is appropriate to their religious beliefs;
 - are taught in groupings that allow them all to experience success;
 - use materials 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.

4 Children with disabilities

- 4.1** Some children in our school may have disabilities and will consequently need additional resources. The school is committed to providing an environment that allows these children full access to all areas of learning. All our classroom entrances are wide enough for wheelchair access and the designated points of entry for our school also allow wheelchair access. The school has a fully compliant disabled toilet.
- 4.2** Teachers will modify teaching and learning as appropriate for these children. For example, they may give additional time to children with disabilities to complete certain activities. In their planning teachers will ensure that they give children with disabilities the opportunity to develop skills in practical aspects of the curriculum.
- 4.3** Teachers will ensure that the work for these children:
- takes account of their pace of learning and the equipment they use;
 - takes account of the effort and concentration needed in oral work, or when using, for example, vision aids;
 - is adapted or offers alternative activities in those subjects where children are unable to manipulate tools or equipment, or use certain types of materials;
 - allows opportunities for them to take part in educational visits and other activities linked to their studies;

- includes approaches that allow hearing-impaired children to learn about sound in science and music, and visually-impaired children to learn about light in science, and to use visual resources and images both in art and design and in design and technology;
- uses assessment techniques that reflect their individual needs and abilities.

5 Disapplication and modification

5.1 The school can, where necessary, modify or disapply the National Curriculum and its assessment arrangements. Our school policy is to do this only in exceptional circumstances. The school makes every effort to meet the learning needs of all its children without recourse to disapplication or modification. We achieve this through greater differentiation of the child's work, or through the provision of additional learning resources. When necessary, we also support learning through appropriate external specialists. In such cases, teachers work closely with these agencies to support the child.

5.2 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 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 such action.

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

- 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.

6 Summary

6.1 In our school the teaching and learning, achievements, attitudes and well-being of every child are important. We follow the necessary regulations to ensure that we take the experiences and needs of all our children into account when planning for learning.

**With reference to the Acts:
Disability Discrimination Act 1995
Equality Act 2010**

The full act can be accessed at:
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Signed:

Date:

AUDIT OF FUNCTIONS AND POLICIES

Appendix one lists those school policies that are relevant to inclusivity in Corringham School.

	FUNCTION/POLICY	RELEVANT	RELEVANT TO
1	Accessibility Plan	Yes	Disability
2	Admissions Policy	Yes	Race, Gender, Disability, Religion/Belief
3	Annual Report	N.A	Race, Gender, Disability, Religion/Belief
4	Attendance Policy	Yes	Race, Gender, Disability, Religion/Belief
5	Capability Policy (staff)	Yes	All
6	Charging Policy	Yes	Race, Gender, Disability, Religion/Belief
7	Child Protection Policy	Yes	Race, Gender, Disability, Religion/Belief
8	Collective Worship Policy	Yes	Race, Religion/Belief
9	Complaints Procedure	Yes	All
10	Curriculum monitoring, including attainment and progress	Yes	Race, Gender, Disability, Religion/Belief
11	Curriculum Policy	Yes	Race, Gender, Disability, Religion/Belief
12	Discipline Policy (staff)	Yes	All
13	Equal Opportunities Policy (staff)	Yes	All
14	Freedom of Information Scheme	No	n/a

APPENDIX: EQUALITY AND DIVERSITY AUDIT – CORRINGHAM CE PRIMARY SCHOOL

15	Grievance Policy (staff)	Yes	All
16	Health and Safety Policy	No	n/a
17	Home School Agreement	Yes	Race, Gender, Disability, Religion/Belief A/B/C/D
18	Managing Change Policy (staff)	Yes	All
19	Parenting Contracts	N.A	Race, Gender, Disability, Religion/Belief
20	Penalty Notices	Yes	Race, Gender, Disability, Religion/Belief
21	Performance Management Policy	Yes	Race, Gender, Disability, Religion/Belief
22	Provision of information to pupils and parents	Yes	Disability, Race
23	Pupil Discipline Policy (inc. Anti-Bullying Policy)	Yes	Race, Gender, Disability, Religion/Belief
24	Race Equality Policy	Yes	Race, Religion/Belief
25	Racist Incidents Policy	Yes	Race, Religion/Belief
26	Recruitment Procedures	N.A	All
27	Register of Pupils	Yes	Race, Age, Gender, Disability, Religion/Belief
28	Review of Staffing Structure	N.A	All
29	School meals	N.A	Religion/Belief, Race
30	School Prospectus	Yes	Race, Gender, Disability, Religion/Belief
31	School Transport	Yes	Disability
32	School trips	Yes	Disability
33	Sex Education Policy	Yes	Race, Gender, Disability, Religion/Belief
34	Special Educational Needs Policy	Yes	Disability

APPENDIX: EQUALITY AND DIVERSITY AUDIT - CORRINGHAM CE PRIMARY SCHOOL

35	Staff Appraisal Policy	Yes	All
36	Staff/Governor training	Yes	All
37	Teachers' Pay Policy	Yes	Race, Gender, Disability, Religion/Belief
38	Training Policy	N.A	All
39	TUPE Policy (staff)	N.A	Race, Gender, Disability, Religion/Belief