

## Equal Opportunities Policy Statement

September 2019

As part of the Equality Act 2010, it is a requirement of schools to ensure that no pupil or family is discriminated against in any way because of their sex, race, disability, religion or belief or sexual orientation.

This means within our school that all children and their unique needs are met in full through the access to the different curriculum areas that we offer, and that all children regardless of their socio-economic group, as well as the aforementioned criteria are supported to be the best they can be in all areas of learning.

Within all that we do at Peel Hall Primary School, we ensure that we alleviate disadvantages by meeting the particular needs of all our pupils. We ensure the provision we implement allows all children to access their full entitlement to a broad and balanced curriculum.

We ensure that we remain non-judgmental about a child or their family's circumstances, so as to maintain positive relationships and ensure the well being, safeguarding and welfare requirements of all our children are met.

As an inclusive school, we ensure that we admit any child to our school, following honest open dialogue with parents/carers, which is always positive and supportive, about what our expectations are and what our limitations may be. This is so parents/carers can make informed judgments about the appropriateness of our school for their child. Hopefully, parents /carers will decide to send their child to our school and work in partnership with us, to fulfill their child's needs.

Within our school, we positively promote diversity so that all children and their families feel valued. All staff will act as role models to develop a child's positive self image of themselves, they will ensure activities and learning areas as far as possible will be adapted so that all children can access the range of educational activities that we offer.

All children will participate in a range of group, targeted, focused and socialisation activities which means the delivery of the curriculum and how it is presented to the children will vary, so that all children can access relevant learning all of the time, from both adults and peers.

The school will implement a range of policies to ensure that no child or family feels harassed or victimised for any reason. All incidents with regards to any breach of policy will be recorded, where these scenarios are reported. It is important that all incidents are reported to the Head Teacher, so that appropriate investigations can occur and policy procedures implemented.

As an inclusive school we deliver acts of worship, which are broadly of a Christian nature, but we do this within the context of the teaching of British Values and the commonalities of all faiths that show the humanity of mankind.

This Equal Opportunities statement shows our commitment as a school to our inclusiveness with regards to our children, families, community and to promoting the values of wider society which we see as important, for creating a purposeful and barrier free world for our children.

Within each subject we teach, related to specific themes that we cover, as a school we have also planned extra curricular activities and clubs so as to ensure that our pupils experience the range of cultural capital activities, that they need to experience, in order to be able to compete with those pupils who may be more advantaged.

Our Equality objectives aim to :

- Ensure quality first teaching is implemented throughout the school and appropriate continuing professional development is put in place to support teacher's areas for development.
- To provide effective and accurate information about pupil's in a positive way so as to develop effective relationships and engage parents in working partnerships to enhance the provision that their child needs.
- To narrow the gap between the % of SEN children meeting their personal targets and reduce the number of children remaining long term on the SEN register without an EHC plan.
- Ensure all our children meet or exceed their personal targets and implement a personalised curriculum, which may mean a reduced timetable for a limited time, in terms of breadth being delivered, so as to equip the child with the basic skills required to access all curriculum areas.
- To ensure all children have the opportunity through the implementation of our cultural capital activities to experience enrichment activities that enhance their learning opportunities and reduce specific barriers to learning.