

# ST PIRAN'S SCHOOL

## EQUAL OPPORTUNITIES POLICY

### **Introduction**

This policy includes the Early Years and the main school, Years 1 to 6.

St Piran's School is committed to giving all the children every opportunity to achieve the highest of standards. This statement helps to ensure that this happens for all the children in our school, regardless of their age, gender, ethnicity, attainment or background.

### **Aims and objectives**

St Piran's School aims to be an inclusive setting. This means that equality of opportunity is 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
- ethnic minority 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

St Piran's has a responsibility to provide a broad and balanced curriculum for all pupils. The National Curriculum Programmes of Study, Early Learning Goals and Foundation Stage Guidance are the starting point for planning the school Curriculum, so that it meets the specific needs of individuals and groups of pupils in a relevant and appropriately challenging way at each key stage. We do this through:

- setting suitable challenges for children;
- responding to children's diverse needs;

- overcoming potential barriers to access to the curriculum and development of individuals and groups of children within the school;
- providing other support to meet the needs of individuals or groups of children. (This may include accepting advice from a range of professional bodies.)

We achieve 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 for different groups of children and if so what are the reasons for these differences?
- What are we doing for those children who we know are not achieving their best?
- Are our actions effective?

### **Implications when working with children**

We aim to give all our children the opportunity to succeed and reach their full potential. When planning for them, teachers take into account the abilities of, and differences between, all of their children.

For some children we use strategies that may normally be appropriate for children of a different age group, dependent on the individual needs of the child. This is done to ensure that all children are able to make progress at their own level and when appropriate, at different rates of development.

When the attainment of a child falls significantly below the expected level, teachers will enable the child to succeed by planning work that is in line with that child's individual needs. Where we have these concerns, they will be highlighted to our SENCo, Mrs Marina Knibbe.

Where the attainment of a child significantly exceeds the expected level of attainment, teachers may use materials designed for use with older children, or extend and enrich the opportunities for work within the area, or areas, for which the child shows particular aptitude. Where children are highlighted, the GAT Coordinator, Miss Luissa Galloso will oversee support.

Teachers are familiar with the relevant Equal Opportunities legislation covering race, gender and disability discrimination.

All 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

### **Summary**

In our school, the play, 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 activities for them.

**Reviewed By:** SMT  
**Date:** July 2016  
**Next Review Date:** July 2017