

Hunsley Primary

Commitment to Inclusion, Equality and Diversity

This policy is applicable to Hunsley Primary

Version 2.i

<p>Important: This document can only be considered valid when viewed on the school website. If this document has been printed or saved to another location, you must check that the version number on your copy matches that of the document online.</p>	
<p>Name and Title of Author:</p>	Lucy Hudson, Head of Hunsley Primary
<p>Name of Responsible Committee/Individual:</p>	Hunsley Primary Local Governing Body
<p>Implementation Date:</p>	Spring 2020
<p>Review Date:</p>	Spring 2022
<p>Target Audience:</p>	All Staff, Parents, Pupils, Community Users, Key Stakeholders

The Commitment

This document sets down the commitment of each member of the Hunsley Primary team to creating a school which treats every individual as a unique person in their own right, with equality of rights and responsibilities to others, whether adult or child.

We are fully committed to upholding the highest standards of inclusive and anti-discriminatory practice for all pupils, according to their individual and unique needs. The school will not tolerate discrimination on any basis and will aspire to build a community of equality, understanding, tolerance and opportunity with regard to the individual's expression of their own unique individuality, for example gender, religion, culture, ethnic origin, marital status or beliefs.

We will provide a safe and secure environment where all children can flourish and where all contributions are valued equally. We will build a curriculum which applies to all children and educates all on diversity. We will present information and ideas without discrimination, choosing our language, imagery and examples with great care to avoid stereotypes and mis-information based on prejudice.

We will strive to promote equal access to services. We will be an advocate to those who cannot speak for themselves and provide ways for all to express their ideas. We will seek to improve our professional knowledge and understanding of diversity and share best practice.

Inclusion and safeguarding will be a 'golden thread' running through all aspects of our daily provision. All members of the school community are responsible for challenging and reporting behaviours which are contrary to the vision set down in this commitment.

We will do this by:

- Helping children to feel positive about themselves as individuals
- Making sure children have equal access to learning opportunities
- Avoiding stereotyping with the use of images in our resources
- Teach the children that diversity comes in all forms and that individuality is also an important element of a team
- Building a curriculum which teaches about a wide range of festivals, cultures, faiths and ideas
- Creating an environment of mutual respect and tolerance, where the notion of uniqueness and teamwork run hand-in-hand
- Helping children understand that discriminatory or bullying behaviours are always unacceptable by making the school values a clear thread which run through the curriculum
- Ensuring the curriculum offered is inclusive of children with special educational needs
- Working in partnership with carers and parents to meet individual pupils' personal, medical, cultural and dietary needs.
- Instilling each day the school values and behaviour expectations through teaching, modelling, displays and feedback
- Planning for sensitivity with regard to needs and equality of opportunity in the school's built environment, e.g. toilets, changing areas
- Removing barriers to individual expression and enabling parental or individual choice with mindful policies for areas such as uniform, RE and Relationship Education
- Giving a forum for pupil and parent voice to be heard
- Reporting all concerns to the Head of Hunsley Primary.

Equality and diversity

Hunsley Primary is committed to:

- Eliminating discrimination and promoting equality and diversity in its policies, procedures and guidelines
- Delivering high quality teaching and services that meet the diverse needs of its pupil population and its workforce, ensuring that no individual or group is disadvantaged

Hunsley Primary Vision, Values and Ethos

Vision: Our Commitment

Hunsley Primary is committed to being an innovative, stimulating, forward-thinking free school that makes the most of its freedoms to impact positively on pupils' lives in the community and provide opportunities for all its children to make outstanding progress. Hunsley Primary children are capable, confident and creative thinkers and motivated, resilient, problem-solving learners. In particular, the school is committed to developing pupils as mathematicians and scientists.

Values: Our Children

At Hunsley Primary, we believe that every child is an individual, ready, able and eager to learn, and as such a member of the team. We are a fully inclusive school and we view every child as unique; we believe that all learning activities should be personalised and challenging to meet all pupils' needs and that every child should receive the care, guidance, nurture and robust support they need to overcome disadvantage or barriers to learning. It is our prime aim that all children make their best progress in an enabling learning environment, in the presence of their peers and the security of positive relationships with those around them. Our highly-trained expert classroom practitioners, from teachers, TAs, volunteers to associate Trust staff, ensure that all children have the chance to work, discuss and learn with professionals who are passionate about education.

By ensuring our children become responsible for directing, sustaining and reviewing their own learning, taking responsibility for critiquing their own and each other's work and for setting ambitious challenges, we aim to embed an understanding of the importance of refining work to its best point so that children feel a sense of high achievement as a result of the feedback they receive.

By maximising the benefits of our close relationship with South Hunsley School and Sixth Form College and its subject specialists, we aim to secure a continuum of learning and a depth of conceptual understanding necessary for excellent progress in all curriculum areas, leading to the highest achievement at Key Stage 2, GCSE and A Level and, in due course, access to the most aspirational HE institutions, courses and professions for all children.

Ethos: Our Teaching and Learning Rationale

Engagement, Enjoyment, Discovery, Reflection, Achievement

Our aim is to deliver teaching and learning which meets the needs of every single pupil in school, basing our planning on rigorous assessment and observation, mapping out challenging, supportive next steps. We plan our curriculum activities and our personalised teaching and learning approach to match the following rationale:

- Flexible, personalised timeframes for learning, based on excellent pupil-centred teaching – teachers highly conversant in the complexities and specialisms of their practice
- Real learning themes and deep-thinking investigations, which prepare our pupils for 21st Century living and engage them in learning with enjoyment and passion

- Inspirational and challenging learning activities, which have the principles of scientific enquiry and investigation ('working scientifically') at their core, generating a lifelong love of learning, enquiry and discovery and a systematic means of approaching challenging and new tasks
- A union of partnerships with cross-phase, multi-agency and multi-disciplinary expertise for planning, delivery, monitoring and review, to ensure each child has every opportunity to build successfully on their learning from 4 to 19, removing barriers to engagement and development
- Pupil resilience, independence, confidence and readiness to meet the rigours of education, through to university and beyond, and the demands of living and working in a rapidly-changing technological world
- Innovative, immersive and inclusive learning resources, combining the best of expert input, outdoor, hands-on, experiential learning and digital interfaces, to give pupils every opportunity to aspire to their full potential.