

# INCLUSION AND EQUALITY POLICY

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## WE ARE ALL DIFFERENT AND WE ARE ALL EQUAL

New Horizons Academy schools reside in a multi faith, multi cultural and multi racial city. We are small schools that believe everyone in the school is of equal value and should have equal opportunities in school and in life.

We are aware that many people in our society are discriminated against and treated as if they are worth less than others because of their race, religion or language, because of their gender or sexuality, because of social class or their disabilities. We will not allow this to happen at New Horizons Academy schools.

People are individuals and therefore different. They have different needs and have different contributions to make to the life of our school.

Equal opportunities is not about treating everybody the same. It is about meeting people's individual needs and celebrating and appreciating their differences.

## NEW HORIZONS ACADEMY SCHOOLS COMMITMENT

We are committed to ensuring that all members of the New Horizons Academy schools community feels valued, respected and understood.

- Racism, sexism and homophobia are unacceptable and will always be challenged.
- Bullying and intimidation will not be tolerated.
- Everyone will be treated fairly and according to their needs
- Racial diversity will be respected, valued and celebrated.

Every member of the New Horizons community recognises and accepts their responsibility to ensure that the policy is a living and vibrant document Every member of the school is given the opportunity to fulfil their potential, unhindered by any form of prejudice, discrimination or harassment.

We at New Horizons recognise that there is a need to resist any negative messages of fear, hatred or ignorance and that our school does not allow such beliefs to go unchallenged. We will achieve this by creating a safe and secure environment for all pupils, staff and visitors to our school. This will allow real learning to take place and ensure that everyone feels valued and supported.

Equal opportunities are addressed throughout the school and are the framework for all our policies.

Equal Opportunities are addressed through:

- The formal curriculum
- The informal curriculum
- Teaching and Learning Policy
- Special Educational Needs Policy
- Behaviour Policy
- Assessment for Learning Policy
- Staff Recruitment Policy
- Staff development Policy
- Performance management Policy
- Monitoring and Self Review Policy

## PROMOTING EQUALITY

At New Horizons Academy schools we aim to promote equality of opportunity in the following ways:

- Having a clear vision and long term school development.
- Commitment from the Leadership and Management Team ensuring that all members of the school are equally valued and respected.
- Staff, pupils, parents and carers are committed and involved in a shared vision and action plan about equality issues.
- Targets are systematically identified and included in the school and departmental development plans.
- There is clear communication at all levels throughout the school about our policies and procedures.

## INCLUSION

At New Horizons Academy schools our aim is to provide the best possible education for all pupils whatever their needs. We will do this by:

- Identifying all pupils' individual needs.
- Planning appropriately to meet those needs.
- Providing adequate resources and expertise to help us meet the needs of all pupils.
- Train and develop all staff to enable them and pupils to reach their potential.
- Carefully monitoring our exclusion policy to ensure it is fair and non – discriminatory.

## TACKLING DISCRIMINATION

We will ensure that clear procedures are in place to tackle incidents of discrimination and that they will be dealt with promptly, firmly and consistently.

The school has clear procedures for dealing with perpetrators of racist incidents.

- Immediate action will be taken to remove offensive graffiti from school property.
- A sensitive and structured system of support is available to victims of discrimination and harassment.
- Staff are trained to deal with racist, sexist and homophobic incidents, harassment, prejudice and stereotyping.

## RESPONSIBILITY OF STAFF AND GOVERNORS

- Staff will treat each other and all pupils with respect.
- Staff will examine their own ideals and the images in all resources that instil negative images of marginalised groups and ensure that these negative images are challenged.
- The school will reflect the multi – faith, multi – cultural and multi – racial society that we live in.
- Staff will make every effort to understand the origin and nature of stereotypical ideology and recognise and challenge their own prejudices.
- Positive links will be developed with the homes and communities from which our pupils come from.
- Preventing and dealing with discriminatory behaviour, abuse and intimidation is the responsibility of us all. Victims of these incidents will be supported by the school.

- Appointments and promotion of staff will be made and monitored in light of Bexley's Equal Opportunities Policy.
- Staff will ensure that the diversity and richness of British Culture is made part of their planning. Pupils from all backgrounds should have the opportunity to celebrate their individuality and the cultural groups from which they come from.

## PUPILS

- All pupils will be valued for themselves and can expect their culture, language, religion, social class and their sexuality to be treated positively and with respect.
- Pupils will be given opportunities in the classroom to discuss and understand issues surrounding prejudice and discrimination.
- Pupils will be able to contribute to the development of the Equalities Policy through the school council.
- All pupils can expect to be listened to and have their complaints investigated.
- Any pupil who has suffered because of racist, sexist or homophobic harassment or intimidation will be supported by the school and the offence will be dealt with, this may include exclusion from school for the perpetrator.
- All pupils should treat each other and staff equally and with respect.

## PARENTS AND CARERS

- It is the responsibility of all Parents and Carers to instill in their child the precepts of fairness and justice and show they fully support the school's Equalities Statement.
- The school will discuss with Parents and Carers any incidents of abuse that their Son/Daughter have been involved in.
- If Parents/Carers are aware of any incidents of sexism or racism from a member of the Oakwood community they should contact the school immediately.

This policy will be reviewed regularly by staff, pupils, Governors and Parents/Carers

- It will be publicly displayed.
- The Governors will receive regular reports on its implementation regularly.

## DOCUMENT REVISION

Date	Who	Description
12/11/2018	JH	Formatted
Nov 2018	Governors	Approved