

# TWERTON INFANT SCHOOL & NURSERY



*Excel at Twerton  
- the school that cares*

## EQUAL OPPORTUNITIES AND INCLUSION POLICY

**Date Adopted: October 2016**

**Next Review: October 2019**

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## EQUAL OPPORTUNITIES AND INCLUSION POLICY

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### Twerton Infant School & Nursery welcomes everyone

We believe that all children are capable of remarkable achievements when they feel safe, secure and supported in their learning. We value all children equally and we encourage our children to value each other in the same way.

We do not tolerate attitudes which undervalue children because of their age (as appropriate), disability, ethnicity, gender (including transgender identity), religion and belief, and sexual identity or because they have special physical, emotional or educational needs.

### Rationale

To ensure and enable Twerton Infant School and Nursery to be a school community that offers equal opportunities to all, regardless of their age (as appropriate), disability, ethnicity, gender (including transgender identity), religion and belief, and sexual identity or because they have special physical, emotional or educational needs.

### Purposes

- to reflect the breadth of our diverse society in a positive way;
- to ensure that all pupils irrespective of gender, sexuality, ability, ethnicity and social circumstances have access to the curriculum and make the greatest progress possible;
- to ensure that relationships between pupil and pupil, pupil and staff and staff and staff reflect our policy statement.

### Guidelines

- opportunities in all areas of the school curriculum will be equal for all;
- opportunities through extra-curricular activities will be equal for all;
- activities that preclude members of the class due to personal qualities or attributes as listed above will be adapted to enable those children to participate to the maximum of their potential, so they are not denied access;
- intervention by all staff and adults in conversations between pupils that are racist, sexist or denigrate any physical attribute will be consistent and firm
- governors with staff will agree upon a procedure to be followed in the event of specific incidents in the context described above;
- such incidents will be dealt with promptly and properly;
- all adults will follow the set school procedures for dealing with such incidents;
- all pupils who feel that they are on the receiving end of such abuse will have their views taken seriously;
- all adults' conversation with pupils and with each other should be free of any comments that could cause offence or distress within the parameters of the stated ideals;
- in the choice of material presented to the children for their use including books, videos and pictures, we avoid racial, sexual and cultural stereotypes;
- all new build and resource and building updates are planned with equality of access for all foremost in mind. We take advice on access issues, and would demonstrate our commitment to access for all by responding to individual needs.
- we always celebrate the best in each other by discovering talents in everyone.

### Conclusion

The modern world is increasingly diverse. We strive to reflect this not only in the school ethos, but also in practical ways, stressing the positive nature of difference.