

## Le Murier Equality and Inclusion Policy



### **Policy statement**

Le Murier is committed to providing an education service that offers equity of opportunity and aims to be responsive to the individual needs of its students. Le Murier caters for a wide range of special and additional need.

We aim to promote every student's academic, social, emotional, sensory and physical development through an increasing breadth of learning experiences both in and outside of the classroom. We want to enable our students to be active and productive members of their local community. We aim to provide a holistic approach to each child's learning and care and want to work with and promote parent/carer communication.

As a school we will actively offer equality of opportunity to all students and staff regardless of any categorisation in respect to disability, age, race, gender, faith, sexual orientation, social class or marital status.

We welcome applications from appropriately qualified and experienced staff for all positions.

We celebrate the diversity of our student and staff bodies and the unique individual talents, skills, experiences and resources that each person contributes to our work.

### **Aims of Policy**

Le Murier aims to provide:

- an environment in which all students and staff feel at ease and free from negative or discriminatory attitudes
- a positive welcome for all students, staff and visitors to the school
- guidance and feedback (to staff, students, parents, carers and other professionals) that is non-discriminatory and free from stereotyped attitudes and beliefs
- documentation including school brochure and website that reflects the school's stance on equality of opportunity and is gender neutral
- community based learning opportunities to promote inclusion opportunities for students and thereby increase local involvement and awareness of disability, diversity and individual difference
- collocation learning opportunities with St Sampson's High School where possible and appropriate.
- learning support appropriate to the needs of the students
- a learning environment suitable to meet learner needs

- support for students using other forms of communication, e.g. sign, symbol, objects of reference
- opportunity for all to have a 'voice' and to be listened to
- opportunity to engage fully in the Careers Education, Information, Advice and Guidance (CEIAG) programme undertaking suitable internal and external work placements where appropriate

### **Scope of the policy**

This policy applies to all students and staff at Le Murier. All new staff will be made aware of the policy during their induction. The successful implementation of the policy depends upon a whole school approach, led by the senior leadership team.

Date written: July 2011

Reviewed: October 2020