



## HOE BRIDGE SCHOOL

### **Equal Opportunities Policy**

#### **Aims**

Our school aims to provide equal opportunities for all.

Our admissions procedures for pupils and for staff recruitment do not discriminate on the grounds of race, gender, religion or disability - see Disability Policy.

The culture within the school fosters tolerance and condemns any form of prejudice or denial of equal opportunities on the grounds of race, gender, religion or disability - see Disability Policy.

We actively embrace the religions and customs of all our pupils and staff. Any complaint made by a member of staff, parent or pupil that alleges discrimination by a member of the school will be investigated.

#### **Individual needs of children**

Pupils enter the school according to the procedures laid down in our Admissions Procedure. Pupil needs are monitored through observation and assessment – see Assessment, Recording and Reporting Policy. This monitoring then informs future planning on an individual or group basis. Targeted teaching is established according to the needs of the children in school at any one time – see SEN Policy.

#### **Special Educational Needs**

Children identified with Special Educational Needs will be included on our Special Needs Register and an Individual Educational Plan may be drawn up for them if appropriate in consultation with the class teacher, assistants, SENCO, Head, parents and other specialists. This IEP is then reviewed, evaluated and used to inform future planning. The school consults with specialists from both the local authority and private sources. IEPs support children with needs of support and extension. See Special Educational Needs Policy. The SENCO in the Pre-Prep is Linda Renfrew and in the Prep, Joyce McWilliam.

#### **Physical Needs**

The curriculum and the activities for children with physical disabilities or special needs may be adapted where practicable and if possible in modifying the games and PE programme. Access to most areas of the school can be modified to accommodate physical needs – see Disability Policy.

#### **Diversity**

The school celebrates the diversity amongst its pupils and staff through assembly, PSHE and RS lessons in the Prep and through assembly, PSHE and topic programmes in the Pre-Prep. Children and their parents are encouraged to share their family's culture and celebrations. The Topic programme, RS and PSHE specifically target Knowledge and Understanding of the World to widen our children's experiences. The school actively supports many charitable causes and functions both locally and in the wider context.

#### **Resources**

The Prep and Pre-Prep are well resourced with literature, artefacts, visual aids and toys to support this diversity and multi-cultural work.

**Conduct**

The parental contract, Prep anti-bullying leaflet and Pre-Prep Code of Conduct, issued to both pupils and parents, emphasise appropriate behaviour, attitudes, tolerance, understanding and respect. Our awards system further endorses this. There are clear guidelines and sanctions for any pupil contravening the accepted code of behaviour. See parental contract, anti-bullying leaflet and Code of Conduct.

**Every Child Matters**

Our school ethos embodies the essence of the five themes of Every Child Matters. See Child Protection Policy.

**Staff Recruitment**

The recruitment procedure for new staff follows the Safer Recruitment guidelines. A person specification for each post is issued and applicants submit a school application form. The school matches the specification to the applications received, references both verbal and written are taken up and proof of qualifications required. All staff are CRB checked.