



Inclusion/Equalities Policy

Introduction

At St Bede's we believe that all should feel welcomed, valued and nurtured as part of our community. This inclusion is essential as preparation for our children so they can make a positive contribution to life in the multi-cultural, multi-faceted world in which we live. Hospitality, inclusion and reverence for all are part of the core values which underpin all our work and practice and are central to our Christian ethos. St Bede's School aims to provide an environment where all feel valued and free from discrimination, reflecting the world in all its rich diversity. We are committed to promoting the understanding of the principles and practices of equality – treating all those associated with our school as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively promote an anti-bullying stance which includes making explicit the unacceptability of racist and homophobic remarks. In fact we actively seek to combat all forms of negative discrimination.

Special Education Needs

Under the umbrella of inclusion we understand that, as individuals, children and adults alike all require some form of support. We recognise for some this may be specific and sometimes require the help of professionals and outside agencies. The percentage of pupils who receive Special Educational Needs support is around 12%, most of which are speech, language and communication needs.

Minority Ethnic Groups

We have an increasingly diverse community at St. Bede's School. The percentage of minority ethnic backgrounds is around 24%, and the number of pupils whose first language is not believed to be English is slightly above the national average at 20%. The languages spoken by our families include: Tagalog, Mayalam, Eshan, Polish, Spanish, Bengali, Indonesian, Hindi, Thai, Urdu, Arabic and Farsi.

Accessibility

The school has worked hard to be as accessible as possible. However, should any individual encounter any difficulties with our provision we would actively seek to support them.

The Curriculum

At St Bede's we provide a broad and balanced curriculum that is accessible to all children, recognising individual needs and working in close partnership with parents and other professionals. We plan our curriculum to extend our children's knowledge and experience

of Christianity as a global faith and of other religions, cultures, languages and celebrations. We ensure that our curriculum echoes the diversity of our society. The religious affiliation of our families is predominantly Roman Catholic, and other religious affiliations of our families are Muslim, Hindu and Christian. Our curriculum planning, the resources we select and the behaviour we expect reflect the commitment from staff, parents/carers and volunteers to actively include all our children.

Educational inclusion is about equal opportunities, for all children, whatever their age, gender, ethnicity, attainment and background. It ensures particular attention to the provision made for the achievement of different groups of pupils within a school. We are aware that specific groups of children are more likely to under-achieve and/or suffer discriminatory practice than others within our society.

These groups include:

- girls and boys; transgender children;
- minority ethnic and faith groups, travellers, asylum seekers and refugees;
- pupils where family members are in prison;
- pupils who need support to learn English as an additional language (EAL);
- pupils with disabilities;
- pupils with special educational needs;
- gifted and talented pupils;
- children 'looked after' by the local authority;
- other groups of children (such as sick children, young carers and children under stress, children from single parent families, children with parents/carers with drug or alcohol dependency issues, children with same sex parents/carers);
- pupils who are at risk of disaffection and exclusion.

At St Bede's we are committed to constantly monitoring, evaluating and reviewing our practice to ensure that the entire school community and, in particular, all our pupils;

- make good progress and achieve
- are able to learn effectively without interference and disruption
- are treated respectfully
- receive additional help according to their needs
- have access to a broad and balanced curriculum
- feel safe, secure and happy within the school setting.

The school's Governing Body takes seriously our legal duties regarding discrimination. South Tyneside's Safer Recruitment procedures are followed when recruiting staff. This document

should be read in conjunction with other policies (e.g. Equalities Policy, SEN Policy, Behaviour Policy and Anti-bullying Policy).