



## **Minerva Primary Academy**

### **Educational Inclusion Policy**

This policy draws together our aims for promoting inclusion and challenging discrimination at Minerva Primary Academy. Additional, more detailed information can be found in our policies on:

Race Equality: Access Plan: Special Educational Needs and Inclusion:  
Gifted and Talented: Anti-bullying: Behaviour: Attendance:  
Child protection: Children in Care (CiC)

We believe that educational inclusion is about equal opportunities for all learners whatever their age, gender, ethnicity, disability and previous attainment. We aim to engender a sense of community and belonging and to offer new opportunities to learners who may have experienced earlier difficulties. We believe that all children should be equally valued in school. We will strive to eliminate prejudice and discrimination and to develop an environment where all children can flourish and feel safe.

#### **Promoting Equality and Inclusion**

- The school has equally high expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards
- We value and recognise all forms of achievement
- Pupils are appropriately supported in assessment so that they are able to show fully both what they know and what they can do
- Particular attention is paid to identifying and meeting the needs of groups that are disadvantaged, often with the support and advice of outside agencies

#### **Behaviour, Discipline and Exclusions**

- We ensure that procedures for disciplining pupils and managing behaviour are fair and equitable to pupils from all groups
- Staff operate a consistent system of rewards and sanctions
- Exclusions are monitored

#### **Teaching and Learning**

- Staff create an environment where all pupils can contribute fully and feel valued
- Teaching takes account of pupils cultural backgrounds, disability, linguistic needs and different learning styles
- We encourage collaborative learning so that pupils appreciate the value of working together
- Pupils are helped to make connections with their own lives
- Teachers challenge stereotypes and build pupil awareness so that they can detect bias and challenge discrimination
- Our PSHE curriculum covers issues of equalities, diversity, human rights and inclusion

## **Curriculum**

- We aim to use resources and create displays which portray positive images of different people from all groups and cultures
- We incorporate the principles of equality in our curriculum planning and promote positive attitudes towards diversity and difference
- We use the SEAL resource and other well chosen materials to create a caring environment based upon empathy and the valuing of individual difference

## **Partnerships with parents/carers and communities**

- All parents/carers are encouraged to participate at all levels in the full life of the school
- We use translators and written texts in languages other than English when necessary

Date: September 2015

JH, September 2015

Review date: September 2017