



Inclusion, Equality and Diversity Policy

Statement of intent

Brookside School is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

Brookside School aims to:

- provide a secure environment in which all of our children can flourish and in which all contributions are valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- review our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities of Brookside School.

The legal framework for this policy is:

- Race Relations Act 1976;
- Race Relations Amendment Act 2000;
- Sex Discrimination Act 1986;
- Children Act 1989; and
- Special Educational Needs and Disability Act 2001.

Methods

Admissions

- Brookside welcomes applications from the whole community
- We base our admissions policy on a fair system (refer to Admissions Policy).
- We do not discriminate against a child or their family, or prevent entry to our school, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our school because of any disability.
- We advertise our school widely in the local community and Nottinghamshire Educational bodies.
- We try to reflect the diversity of members of our society in all our publicity and promotional materials.
- We provide information in clear, concise language, whether written or spoken.
- We have an equal opportunities policy that is accessible to all.
- We have ensured that action plans are developed for children and parents with disabilities so that they can participate successfully in the activities offered by Brookside School and in the curriculum offered.
- We discourage discriminatory behaviour by staff or parents and will take appropriate action. Displaying of openly racist insignia, distribution of racist material, name-calling, or threatening behaviour are unacceptable on or around the school premises and will be dealt with in the strongest manner.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.

- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We review our practices annually to ensure that we are fully implementing our policy for equality, diversity and inclusion.

Curriculum

The curriculum offered at Brookside School encourages children to develop positive attitudes about themselves as well as to people who are different from themselves.

We do this by:

- making children feel valued and good about themselves through the curriculum and the SEAL scheme
- ensuring that children have equality of access to learning;
- recognising the different learning styles of children, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities;
- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- celebrating a wide range of festivals;
- creating an environment of mutual respect and tolerance;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;

- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to Brookside in SEAL
- We encourage parents/carers to take part in the life of Brookside School and to contribute fully.
- For families who speak languages in addition to English, we will develop plans to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Events

- Events are arranged to ensure that all families may become involved in the life of the school if they wish.
- Information about events and meetings is communicated in a variety of ways – electronically, written and verbal - to ensure that all parents have information about, and access to, the meetings.

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