

Notting Hill Preparatory School

Policy for

Inclusion and Equal Opportunities

(EYFS & KS1-3)

September 2009

POLICY FOR INCLUSION AND EQUAL OPPORTUNITIES

(to be read in conjunction with Policy for Special Educational Needs (incorporating SENDA), the School Accessibility Plan and Policy for Education for Ethnic Diversity)

Notting Hill Prep is committed to promoting adherence to the principles and practices of equality and inclusion. A whole school approach is used to ensure all children receive equality of opportunity. We acknowledge and respond to the differing needs of all children, whatever their cultural or ethnic background and experiences and whatever their physical and educational needs. Discrimination on the basis of colour, culture, origin, sex, disability or educational needs is not acceptable. Key aspects of physical environment, curriculum and written information are dealt with in the School Accessibility Plan.

We are fully committed to inclusion; however, we are aware that, in exceptional circumstances, the needs of the individual child might not be met because of lack of resources or if it is not in the best interests of the other children in the school.

Aims

- To ensure that all children achieve their full potential
- To prepare children for life in a multicultural society
- To offer children learning experiences that will enable them to explore, understand and value the diversity of our community
- To respect and value the wealth of experiences, customs, traditions and beliefs that are brought into school by each child and adult
- To promote tolerance and understanding of others and to recognise the worth of every individual
- To ensure that all pupils have the opportunity to join fully with their peers in the curriculum and life of the school
- To ensure that every child can access the curriculum in relation to his/her needs and abilities.

Roles and Responsibilities

All staff have a responsibility to promote inclusion.

- It is important that all children are treated fairly, achieve their full potential and have an opportunity to learn effectively without interference or disruption.
- All children have a right to respect and individual help from their teachers and other staff.
- All children should have access to all aspects of the curriculum.
- The well-being of all children is fostered and children are given extra support when experiencing difficulties.

Practical applications

- Provision for children with disability and special education needs is detailed in the **Policy for Special Educational Needs** (incorporating the SENDA document).
- Procedures for promoting ethnic diversity and dealing with any incidents of racist behaviour are outlined in the **Policy for Education for Ethnic Diversity**.

Admissions

All applications for places at Notting Hill Prep will be treated fairly. No child will be refused a place in the school because of their race, gender or background. Pupils presenting with mild Special Educational Needs will be given additional time to complete the assessment papers. Every effort will be made to ensure that the assessment procedure is accessible to all pupils.

We value the importance of effective induction procedures, with pre-school visits, parent meetings and where possible a review of previous records. If the school is aware of Special Educational Needs before a child starts school, we will endeavour to liaise with parents and outside agencies to gather information and assess the individual needs of the child. Where resources are available every effort will be made to support a child who has Special Educational Needs.

Every effort will be made to provide support for those families from ethnic minorities, especially those who speak English as an additional language, or who have come into the country recently. Assistance will be sought from bi-lingual teachers/teaching assistants/people in the local education community if translation is necessary.

Monitoring

Pupils are continuously assessed to ensure they are achieving their potential and deriving the maximum benefit (according to their individual needs) - see **Monitoring Policy**.

Pupils' attendance is monitored by the School Secretary and the Headmistress is alerted if attendance becomes a cause for concern.

The general ethos of the school, ensuring support and pastoral care for all children, is monitored by the Headmistress and the Senior and Middle Management Teams.

Appointment of staff

In all cases of staff appointments the best candidate will be appointed based on strict professional criteria.

Equality of opportunity permeates all aspects of life at Notting Hill Prep.