

Stocks Lane Primary School

Inclusion and Equality Policy



Date reviewed – November 2025
To be reviewed – November 2027

Stocks Lane Primary School

INCLUSION and EQUALITY POLICY

Introduction

This policy outlines the aims and objectives, strategies and arrangements for the inclusion of all pupils at Stocks Lane Primary School. This policy is to be read in conjunction with the SEND Policy.

At Stocks Lane, we believe that every child has a right to high quality education and have high expectations for all our pupils.

Successful inclusion should result in every pupil feeling safe, confident and happy at school. Successful inclusion should see every pupil making the best progress that they are able and enjoying their time at school- be that in lessons, during play or lunchtimes or involved in any school-based activity. Successful inclusion should promote every pupil's belief in themselves as a learner and a valued member of our school community.

We strive to ensure that all pupils fulfil their potential. All pupils' needs are considered and appropriate provision is planned in order to meet those needs.

Diversity is celebrated within our school and is an integral part of curriculum. In striving to ensure that equal opportunities exist, we are aware that some groups of pupils have the potential to be more vulnerable.

These groups include:

- Pupils with SEND
- Minority Ethnic and Faith groups / Including pupils with English as an Additional Language (EAL)
- Pupils with physical or sensory needs
- Pupils who are looked after (LAC)
- Travellers, asylum seekers and refugees
- Gifted and Talented children (G&T)
- Pupils with poor school attendance
- Pupils with emotional and behavioural difficulties
- Boys and girls within given subjects or cohorts
- Children from different socio-economic backgrounds
- Pupils who identify as LGBTQ+

Safeguarding.

Refer also to Safeguarding and Child Protection policies.

At Stocks Lane, we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. We believe that every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services, at Stocks Lane. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect, bullying and radicalisation.

Aims

At Stocks Lane we aim to:

- * Enable all pupils to achieve their potential
- * Promote the personal, cultural and social development of all pupils.
- * Develop effective multi-agency working in order to provide coordinated support for individual pupils.
- * Create a welcoming, supportive ethos in which all children and adults are valued and cared for.
- * Ensure that resources are suitably deployed to pupils in need of additional support.

Objectives

In order to achieve these aims for inclusion, we will:

- Work closely with all stakeholders to ensure pupils' needs are best met.
- Provide a safe and supportive environment.
- Target additional adult support and other resources effectively.
- Monitor the progress of pupils with SEND and other vulnerable groups closely.
- Take into consideration individual learning styles when planning and delivering lessons.
- Treat each other with respect at all times.
- Provide INSET opportunities for all staff.
- Celebrate diversity and cohesion through collective worship and as part of curriculum.
- Continually evaluate and monitor the impact of policy and practice.

Pupil Involvement

Pupils' views are valued and their opinions are sought whenever possible, concerning changes which affect them. Through the school council, and by responding to annual questionnaires, they are able to raise issues of concern and suggest changes. All children are involved in aspects of the setting of individual targets. Pupils with SEND are involved in reviewing their IEP Targets whenever appropriate.

Parents and carers

Parents and carers form a partnership to support all aspects of pupils' education. To facilitate this, staff are professional and approachable. This allows an open and honest dialogue. They are always invited to IEP reviews and are encouraged to support their children at home with ongoing targets.

Related Policies

- SEND Policy
- Gifted and Talented Policy
- Attendance Policy
- Equal Opportunities Policy
- Anti-bullying Policy
- Access Policy
- Pupil Premium Policy

Headteacher

Chair of Governors.....

