



Cleves School
Learning Together

INCLUSION POLICY

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OUR AIM

Cleves strives to ensure that all members of the school community, regardless of gender, race, background, religion or ability are enabled to take advantage of the opportunities offered by the school, without being deterred by stereo typing or fear of ridicule.

In writing this policy, we have given due regard to the school's Vision Statement and the Teaching and Learning Policy and Race Equality Policy.

ETHOS

We:

1. Treat all members of our community with dignity and respect and provide a working environment free from discrimination.
2. Encourage each member of the school to develop self-respect, social recognition, rewarding relationships and high self-esteem.
3. Ensure that, whatever their role, all members of the school community will feel that the contribution they make has genuine worth and is valued.
4. Ensure that other school policies take account of Inclusion.
5. Expect everyone to challenge disrespectful, sexist or racist behaviour.
6. Educate both genders to question stereotyped norms in every area of development.
7. Encourage assertive behaviour rather than aggressiveness or passivity.
8. Establish positive, proactive procedures for dealing with intimidation, bullying or harassment and teach strategies to deal with these situations.
9. Promote an understanding and tolerance of different cultures and beliefs (see Race Equality policy).
10. Communicate our policy and any updates to the whole school community including the parents.

STRATEGIES

We:

1. Collect, analyse and act upon data concerning the achievements of children of different ethnic, gender and ability groups. This will develop further through the implementation of Assessment Manager
2. Ensure that children, with staff set academic and personal targets to enhance their learning, performance and expectations.

3. Ensure that we have equal expectations both academically and socially, of genders, all beliefs and every culture.
4. Challenge unnecessary low expectations of pupil ability whether held by the pupils themselves, teachers or families.
5. Ensure that all children have equal access to the resources of the school, including teacher time, as appropriate.
6. Build and support individual self-esteem.
7. Establish criteria for the selection of books, multimedia and other resources to challenge stereo types and promote a positive image of different cultures.
8. Raise awareness of prejudice through the curriculum and celebrate differences.
9. Make a commitment to development and training for all members of the school community.

CLEVES VISION STATEMENT

At Cleves we aim to develop an inclusive community in which each individual feels supported and secure and through which everyone has an equal opportunity to succeed.

At Cleves we aim to teach skills, knowledge and understanding which pupils need to lead confident, healthy lives and to become informed, active and responsible citizens through the provision of a broad, balanced curriculum.

At Cleves we are all learners, striving to progress and develop. Through challenge, we achieve high standards.

Monitor and Reviewing

We will evaluate and review the policy annually.

JO GRAFTON July 2009