

## **Equal Opportunities Policy**

Mapledown School places a high premium on achievement for all pupils. It values and seeks to reflect and celebrate the range of life experiences, culture, learning and physical abilities, background, ethnic origin, gender, sexual orientation, religion, age and home lives of all pupils and staff and seeks to ensure access for all pupils to the curriculum and the physical environment. This ethos is integral to all aspects of the school and its documentation, including other policies and curriculum documents. All staff support and uphold the essence of this policy.

### **Curriculum**

The curriculum at Mapledown School is differentiated to meet the wide range of abilities of its pupils. It encourages the best at all times. The timetable is organised to reflect the different needs of the pupils and is the overall responsibility of the Leadership Team. The curriculum should reflect and include a range of different life experiences and actively challenge negative stereotypes of these in content and resources. It is the responsibility of all staff for its implementation.

### **Achievement**

The achievements of pupils at Mapledown School are recognised in different ways; displays, certificates, Achievement Profiles, the Mapledown Cup. It is the responsibility of staff to see that all pupils' achievements are valued equally.

### **Expectation**

At Mapledown School, negative stereotypes are challenged at all times. The expectation of pupils is consistently high and promotes equal access to achievement. It is the responsibility of staff to encourage self-esteem and to oppose discrimination. It is a right of all staff and pupils to enjoy the respect of others. Staff work together to ensure there is a shared understanding of how pupils learn and of different teaching styles.

### **Access**

All pupils have the right of equal access to the curriculum, therapies and extra-curricular activities. The school aims to provide physical access to all areas of the school and welcomes and strives to facilitate access to all parents/carers. At Mapledown School all staff have the right to training and development. Maximising autonomy is a driving force in the school and it is the responsibility of all staff to promote this.

### **Implementation**

This policy is the responsibility of the Deputy Head . They are responsible for overseeing all LA surveys and information requests to the school, e.g. language surveys and for ensuring that all staff and families have access to the Translation Services. The aims and targets of this policy are part of the School Improvement Plan and evaluated through the Annual Priorities system. Issues raised regarding the implementation of this policy should be brought to the Deputy Head in the first instance

This policy will be reviewed in November 2019