

Equality Statement

At Tor View School we aim to provide equal opportunities for all through our inclusive ethos of respect, tolerance and understanding of others' needs. Our goal is to develop and value pupils' self-discipline, independence and autonomy in preparation for adulthood by providing a safe, supportive, caring and dynamic school environment.

The staff and governors of Tor View School believe that every pupil has an entitlement to develop their full potential. Educational experiences are provided which allow pupils to show achievement and recognise their individuality. Diversity is valued as a rich resource. In this school, inclusion recognises a child's right to a broad and balanced curriculum, which is appropriate to their individual needs, talents and abilities.

Aims

The school aims to:

- Provide appropriate teaching making learning challenging and enjoyable
- Provide equality of educational opportunity Objectives
- To ensure implementation of government and LEA inclusion recommendations
- To ensure inclusion policy is implemented consistently
- Identify barriers to learning
- To provide appropriate resources and experiences to meet diversity of needs
- To provide an appropriately differentiated curriculum
- To support staff, parents and pupils
- To recognise and value pupils' achievements

Our ethos at Tor View Specialist Learning Community is underpinned by our desire to:

- Develop a nurturing culture of lifelong learning for staff and pupils;
- Promote intellect, physical, social, aesthetic, spiritual and moral development of pupils;
- Inspire communication and independence skills;
- Prepare pupils to control their own lives;
- Help and encourage pupils to become valued employers, employees and members of social groups and communities and uphold British values;
- Promote a healthy lifestyle and a sense of self-worth;
- Develop lively, inquiring, creative minds;
- Ensure that creative and inspirational teaching leads to exciting, enjoyable and inspired learning;
- Maintain the highest personal expectation of each pupil, recognising and developing strengths and talents;
- Engage learners in meaningful work related learning, developing ambition and enterprise skills and securing best possible post school outcomes;

- Have a wider local, regional and national influence to ensure pupils access best practice and schools within our locality are well supported.

Our Values

The Governors and staff of Tor View Specialist Learning Community value equal opportunities for all which they aim to provide through:

- An inclusive ethos of respect, tolerance, and understanding of others' needs which develops and values pupils' self-discipline, independence and autonomy in preparation for adulthood;
- A safe supportive, caring and dynamic school environment which extends into the wider Community where all are valued as educators and partners in school improvement;
- Access to the National Curriculum and the extended school which is designed to accommodate individual pupil needs and to ensure maximum progress;
- An environment where creativity is nurtured and the arts provide a medium for driving forward school improvement;
- The celebration of success and positive outcomes for all.

Equality Objectives

Aims of the School

The Governors and staff of Tor View School aim to provide equal opportunities for all through:

- An inclusive ethos of respect, tolerance, and understanding of others' needs developing and valuing pupils' self-discipline, independence and autonomy in preparation for adulthood. Special Educational Needs Policy – September 2016
- A safe supportive, caring and dynamic school environment, extending into the wider Community where all are valued as educators and partners in school improvement.
- Access to the National Curriculum and the extended school designed to accommodate individual pupil needs and to ensure maximum progress.
- An environment where creativity is nurtured and the arts provide a medium for driving forward school improvement.
- The celebration of success and positive outcomes for all.
- Develop a nurturing culture of lifelong learning for staff and pupils;
- Promote intellect, physical, social, aesthetic, spiritual and moral development of pupils;
- Inspire communication and independence skills;
- Prepare pupils to control their own lives;
- Help and encourage pupils to become valued employers, employees and members of social groups and communities;
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- Have a wider local, regional and national influence to ensure pupils access best practice and schools within our locality are well supported.

School Development Plan

The actual development points from our equality assessment paperwork were:

Actions	Costs / timescale / staff lead	Success criteria
Regular review of school policy and procedures in relation to equalities.	EW, SD, AYH, HM - Yearly review/ following guidance updates	Successful review of school policy, with appropriate changes as required.
Regular monitoring, analysis and report of equalities data.	SD, HM - Governor meetings	SD and HM to continue to provide updates at governor meetings regarding equality issues across school. DS to lead and support discussions, organise training, update staff in staff meetings, work with the governing body on matters relating to equality and support evaluation activities that moderate the impact and success of the equalities policy.
Continued staff training to ensure high level of awareness towards equality is maintained.	SD/SJ/EW/JP	Staff have up to date training and continue to feel well equipped to managed any issues that arise.
Continued staff training to incorporate 'Stonewall' training with the aim of completing the 'Champions' programme, before beginning the ongoing process of achieving School Champion Awards.	EW/SD/JaFP	Staff attend Stonewall training to complete champions programme.

		Staff apply to work through and achieve School Champions Awards.
<p><i>Linked SIP targets:</i> To continue focus and commitment towards equalities by achieving the Quality Mark for single equalities.</p>	LAP/SD/EW	