



Equal Opportunities Policy

At the Copper Academy we believe Every Learner Matters. It is The Copper Academies responsibility to ensure that all children and their families are treated with respect and given equal access to learning opportunities within the academy. We aim to make all children/young adults and families feel welcome and will endeavour to adapt our provision to meet the individual needs of each child/young adult in our care. We will support every child/young adult to reach their full potential and believe that good partnership working with parents and other professionals is the best way to achieve this. We will not tolerate any form of bullying or discrimination and aim to provide an environment which values diversity and teaches children/young adults the importance of respecting others. We aim to address any barriers to participation in order that all children/young adults and their families have equal access to our provision.

Equal Opportunities Procedure

The Copper Academy will encourage all children/young adults and their families to feel welcome in the academy by establishing positive relationships and encouraging open communication. We will provide positive images of people from a variety of backgrounds and demonstrate respect for the diversity of our community by representing all groups within the learning experience.

We will make appropriate adjustments to activities and the environment in order to facilitate learning for every child/young adult in our setting, promoting inclusive practice. The child/young adult's individual needs will be assessed through discussion with parents and observation in the setting. We will encourage partnership working with parents and other professionals to provide the best possible care for the child/young adult and ensure they all receive the support they require.

For children with special educational needs, The Copper Academy will endeavour to learn more about their specific needs through discussion with parents and other professionals, and by accessing further training where appropriate. All reasonable adjustments will be made to allow the child/young adult to access the setting and the opportunities on offer. Activities will be planned according to each child/young adult's individual needs, encouraging them to reach their full potential. A school term report

will be created for each child/young adult attending the academy, to record their progress and plan for the next steps in their learning and development. These records will be shared with parents and other professionals working with the child (with parental consent) to promote effective partnership working and a consistent approach to supporting the child/young adult.

In cases where additional needs have been identified, we will follow the guidance given in the Special Educational Needs Code of Practice. A SEN Support Plan will be created in consultation with parents and other professionals (as appropriate), outlining the targets and strategies agreed to support the child. This may include referrals for external support where necessary (with parental consent).

All children/young adults will be encouraged to value and respect others. We will not tolerate any form of bullying or discrimination. Any inappropriate behaviour which may cause offense will be challenged appropriately, according to the child/young adults age and developmental level. A record (behaviour form) of any incidents causing concern will be kept and discussed with parents at the end of the day.

All children/young adults will be encouraged to learn about other cultures and backgrounds through activities and resources which promote positive images of our diverse society. We aim to challenge stereotyping by presenting children/young adults with factual information and new ideas.

The Copper Academy will endeavour to accommodate parents' wishes regarding the education of their children and will work in partnership with them to provide consistency wherever possible. We aim to cater for children's religious and cultural practices where it is appropriate to do so.

The Copper Academy aim to review and evaluate ours practice regularly by encouraging parents and other providers to provide feedback and by carrying out evaluations to monitor the effectiveness of inclusive practice within the academy.

The Copper Academy will review this policy and procedure every year and/or in response to changes in legislation.

Written by – Emma Hosie

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