

Kirkwall Grammar School works to;

- Create and promote an ethos of achievement for all pupils within a climate of high expectation.
- Value all talents, abilities and achievements.
- Promote success and self-esteem by taking action to remove barriers.
- Counter conscious and unconscious discrimination that may prevent individuals from thriving in the school.
- Actively promote understanding and a positive appreciation of the diversity of individuals and groups within society.

THE POLICY

WORK AND LIFE OF THE SCHOOL

Delivery of education:

- Teaching is well paced and appropriately challenging to all.
- Appropriate interaction with all.
- Lessons have a range of expected outcomes and activities.
- There is provision for a range of abilities. The learning needs of each pupil have been identified.
- Appropriate use of formative assessment (AfL).
- Regular communication with curriculum support.
- A dynamic, flexible response to changing needs of individuals.
- Staff have high expectations of all pupils.
- Improve attainment through monitoring, review and sharing.
- Recognition of pupil achievement in and out of school.
- A wide range of strategies is used to improve attainment.
- Meets individual pupil needs.
- The curriculum allows pupils to be engaged in meaningful learning tasks.
- Pupils experience a high degree of success.
- Resources are differentiated to accommodate individual needs.
- Pupils experience a balance of activities organised as a class, in small groups or as individuals.

Partnerships and resources:

- All appropriate available resources are used to encourage our inclusive ethos.
- Pupils are aware of the desired learning intentions.
- Feedback is given in order the pupil is aware of their own performance.
- Clear personal objectives and commitments are negotiated with pupils.
- Outside agencies are used where appropriate.
- Learners are encouraged to take an active part in their learning, developing independence and sense of responsibility as appropriate.
- Pupils offer appropriate support to fellow pupils.
- Foster a welcoming atmosphere to visitors to the school.
- Pupils identify strongly with the school.
- Encouraging full participation in the life of the school.

VISION AND LEADERSHIP

Leadership

Senior Management Team & Principal Teachers should:

- Manage the appropriate use of all staffing and other resources, ensuring an effective inclusive ethos.
- Ensure all staff feel included in the decision making process.
- Promote good communication between staff, parents and pupils.

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