



Class Mixing Policy

Name of Headteacher:	Tom Johnston
Date Policy approved and adopted:	Sept 2025
Date Due for review:	Sept 2028

Equality at Merdon Junior School

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)

Background

Merdon Junior School is committed to ensuring an effective learning environment for all pupils. The balance of pupil characteristics and needs in each class across the two classes in a year group can have a profound impact on the progress and happiness of each child. Our school has a continuous enrolment policy; as a result, the school takes in children throughout the year, placing them in classes where places are available. By the end of an academic year, with children joining and leaving the class, classes can become quite unbalanced in terms of gender, educational, language, personal, social needs, maturity and friendships.

The policy at Merdon Junior School of mixing up the two classes across a cohort at key transition points is in place in order to maintain balanced classes throughout. Mixing up of classes will automatically take place at the end of Year 4 but may, and likely will, happen at other points.

Rationale for Class Mixing

- To create opportunities for children to learn and play with a wide variety of peers
- To develop relationships with a wider group of friends
- To further develop children's collaborative skills for learning
- To enable improved social interaction and the development of social skills between different sets of pupils as they move up through the school
- To ensure that classes remain balanced in response to pupil transfer (mobility); transition between phases and year groups and changes to individual needs within each class
- To promote a greater sense of community in a two-form entry junior school (being part of a year group, not just a class)
- To prepare children for secondary school where they will be taught in different classes throughout the year

Principles

A professional decision will be made at transition points to mix classes should the school deem this to be necessary.

The arrangements for class mixing are based on the professional judgements of class teachers, and the Senior Leadership Team (and not in response to parental choice).

- The school will always consider what is in the best interests of the classes and cohort as a whole when making decisions
- The school will communicate the criteria for class mixing in an open and transparent way
- The school will always consider the happiness and welfare of children and will take into consideration existing friendship groups when we create new classes
- The school believes that the professional adults are best positioned to decide on class placements and they will be responsible for these decisions.

Process

- Class Teachers and Teaching Assistants observe the children's friendships at work and play
- Class Teachers meet together to plan new classes to ensure a good balance of friendships, range of educational, social and personal needs, gender and maturity are represented in each class
- Class Teachers will consider the list of friends that children have nominated
- Senior Leadership Team meet with Class Teachers to discuss and finalise groupings
- Headteacher and Senior Leadership Team meet and approve classes
- New Classes are shared with parents and children prior to transition day

Criteria for Class Mixing

Classes will be mixed to achieve a good balance according to the following criteria:

- Term of birth
- Gender
- Attainment levels
- Range of special educational and learning support needs
- Stage of learning English as an additional language
- Social and personal needs
- Friendships*

*Friendships: Over the course of their Primary years, children will have a range of friendship experiences. We find that with children some friendships can be very fluid, whilst others can stand the test of time. Taking this into account, when the school prepares to draw up the class lists, children's relationships with their peers both in the classroom and in the playground will be considered.

Once class lists have been published, changes will not be possible as this would make the process unmanageable. The new class lists will be based on the professional judgements of our team, with the best interests of our children at heart.

Evaluation and Review

Date of Ratification	September 2025
Date for Next Review	September 2028
Comments: Changes made highlighted in yellow. Some deletions made from previous version to reflect changes in principles.	

