

Equality & Inclusion Policy

Title	Equality and Inclusion Policy
Summary	This policy sets out your commitment and approach to equality, diversity and inclusion.
Purpose	To ensure that all stakeholders are aware of this policy and its application in relation to equality, diversity and inclusion for all pupils and staff.
Operational Date	January 2022
Frequency of Review	Every 3 Years
Date last Reviewed and Approved by Board of Governors	27 th January 2022

1. Introduction

Doagh Primary school is committed to equality and inclusion.

We recognise the value of diverse environments and strive to promote a culture in which all pupils, staff and members of the school community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

We are committed to an ethos and culture of inclusion in our school for all pupils, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

Doagh Primary School is an inclusive school where we focus on the well-being and progress of all our children and young people and where all members of our school community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

We oppose all forms of unlawful and unfair discrimination and bullying and harassment. As a school community, we recognise the need to champion equality and ensure inclusion for all pupils in the full life of our school; where appropriate making necessary adjustments to enable everyone's participation.

Doagh Primary School believes that education (both formal and informal learning) is fundamental to equality of opportunity. It prepares young people for life and is a powerful influence on access to and advancement in employment. All young people should be able to learn and develop fully in a truly diverse and inclusive environment.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.

2. Mission and Values

Doagh Primary School Mission Statement and Vision

To promote excellence in child centred education in a safe, nurturing and stimulating environment where the dignity of all is valued and where everyone can aspire, aim and achieve their full potential and experience success.

Our School Aims

- ✓ We aim to promote excellence in child-centred education by providing a thriving learning and teaching community with a culture of success for all children.
- ✓ We aim to encourage all children to set and achieve the highest personal, academic and social goals.
- ✓ We aim to create an environment where pupils can grow, learn and achieve their full potential, regardless of ability levels.
- ✓ We aim to ensure all pupils experience a happy and deep learning journey, one that will promote the idea of lifelong learners.
- ✓ We aim to promote a rich, inclusive and welcoming learning community which is committed to offering a safe, secure, caring, positive and challenging working environment in which every individual feels valued, respected, supported and happy.
- ✓ We aim to stimulate, motivate, enthuse and provide children with opportunities to work independently and collaboratively and feel that they make a positive contribution to the life of our school.
- ✓ We aim to foster in our children a desire to learn and achieve success.
- ✓ We aim to provide an ethos in which fairness, tolerance, compassion and forgiveness permeate all relationships within the school.
- ✓ We aim to foster and encourage caring attitudes and values: self-respect, self-discipline, commitment, confidence, courtesy, good manners, a spirit of tolerance and respect for others. We believe that these are attributes that will serve the children in Doagh Primary School well as they progress through school and beyond.
- ✓ We aim to prepare children for the opportunities, responsibilities and experiences of adult life. We want to cultivate our good citizens of the future.

3. Equality and Inclusion – School Policies

Through this policy, and the wider practices within Doagh Primary School we seek to empower our young people to embrace diversity and challenge discrimination. We equip our Governors and staff to fulfil their legal responsibilities, ensure that our school's safeguarding procedures are comprehensive and inclusive and enable robust monitoring of our progress as a school.

Inclusion underpins all our school policies.

As part of our overall school policy development there are a number of policies that we must have in place and regularly review to ensure our school is addressing its statutory responsibilities. These include

- Anti-bullying Policy
- Child Protection/Safeguarding
- Relationships and Sexuality Education
- Promoting Positive Behaviour Policy

It is our belief that equality and inclusion is central to **all** of our policies and that we maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all our pupils and their families feel valued and supported and making sure that equality and inclusion is evident in everyday school life.

4. Responsibilities

Our **Board of Governors** has overall responsibility to:

'Promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the school' *'Every school a good school – the governors role'* (Department of Education NI, August 2019)

The Governors have overall responsibility to manage the implementation of equality and diversity in our school.

The **Principal** is responsible for:

ensuring policies and procedures are in place to comply with equality legislation;

- ensuring the school implements policies and practices in line with the principles of equality and inclusion;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring appropriate training and awareness raising is undertaken with staff;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

The **School Senior Management Team** is responsible for:

- putting the school's equality and inclusion policies and codes into practice;

- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out;
- following the relevant procedures and taking action where necessary.

The School's Pastoral Care and Safeguarding Team (led by the Designated Teacher) will manage the implementation of the policy in partnership with the Principal.

All School Staff (teaching and non-teaching) have a responsibility for the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

Pupils are responsible for:

- respecting others in their language and actions;
- following all of the relevant school policies and codes of conduct in line with the principles of equality and inclusion.

5. Promoting Equality and Inclusion

Doagh Primary School promotes equality and inclusion within our school through the following activities:

- Our whole school approach through our vision and aims
- Policies as listed above
- Use of a range of resources and teaching approaches / PDMU
- Training for Staff and Governors as/where applicable
- Ensure that staff with specific areas of responsibility consider the implications of Equality and Inclusion within their area/s
- Flexibility in uniform policy as required
- Promoting and using interpreting services when applicable
- Using translated documents when applicable
- Have all accessible toilet facilities
- Have an accessible main entrance and building
- Use flexible payment schemes when planning trips and extra-curricular activities when applicable
- Help young people to access advice from support organisations including posters in school/foyer

6. Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored via a range of methods:

- Equality and Inclusion to be an agenda item in Governors meetings
- The number of bullying incidents by equality characteristic to be monitored and appropriate action taken as necessary
- Monitoring of the school's policies to ensure equality and inclusion is embedded in school practice

- The number of comments and complaints in relation to equality and inclusion to be monitored
- A record of any training is maintained

7. Complaints Procedures

The school has a robust and transparent Complaints procedure. If a complaint is made regarding equality or inclusion, the Complaints process will be fairly and systematically applied. Access to the Complaints procedure can be found on the schools website at www.doaghps.co.uk. A copy is also available upon request from the school office.

8. Review cycle of policy

The Equality and Inclusion Policy will be reviewed by all stakeholders, through discussion with children (through the school council), consultation with parents, staff and Governors and, if required, updated every **three** years in line with our school policy review cycle.

A full version of this policy is available on the school website. A copy is also available upon request from the school office.