



# EQUALITY & INCLUSION POLICY

Date Ratified by Board of Governors: 11/9/23

Date of Review: 11/9/26

## **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.

## **INTRODUCTION**

St John's PS 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+).

St John's PS 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.

St John's PS 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.

## **MISSION STATEMENT**

*Shaping Knowledge, Shaping Futures*

*Our school aims to consider the uniqueness and individual needs of its pupils by delivering a broad, balanced differentiated and relevant curriculum. Each child is considered as a whole*

*person developing skills, concepts and attitudes necessary for the opportunities and experiences of the future. We aim to prepare children to reach their full potential as responsible citizens. Our school aspires to value everyone associated with it, irrespective of age, position, race, gender, background or ability. We endeavour to motivate, support and inspire personal, spiritual, emotional and educational growth in a safe and secure environment. We aim to unite, parents, pupils, governors, staff, support officers and the local community, through agreed school policies, which aim to deliver a quality educational service.*

## **EQUALITY AND INCLUSION – SCHOOL POLICIES**

Through this policy, and the wider practices within St John's PS 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. Any arising incident will be dealt with by the appropriate policy. There should never be any grey areas when it comes to young people's safety and well-being.

This is supplemented by a range of other policies that as a school we feel are important to have for our whole school community. 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.

## **RESPONSIBILITIES**

The St John's PS **Board of Governors** have 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 acting 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's Pastoral Care and Safeguarding Team*** (led by the Miss McGeown) 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/students*** 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

## **HOW DO WE PROMOTE EQUALITY AND INCLUSION?**

St John's PS promotes equality and inclusion within our school through the following activities:

- School Practices
  - Develop a whole school approach
  - Have an inclusive mission statement
  - Use a range of resources and teaching approaches
  - Use appropriate terminology and language
  - Tackle stereotypes
  - Challenge homophobic, transphobic or any other type of bullying
  - Increase the visibility/ role modelling of minority groups
  - Set clear expectations about acceptable behaviour
- Policies
- Facilities
  - Have allocated accessible parking
  - Having all accessible toilets/changing facilities
  - Having an accessible main entrance and building
  - Considering flexible payment schemes when planning trips and extra-curricular activities
  - Helping young people to access advice from support organisations including notice boards with clear and accessible information and contacts
- Curriculum

- Examining where and when themes around equality and inclusion might be embedded into topics within each curriculum area
- Participating in Shared Education
- Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion with their teams
- Training

## **MONITORING THE SUCCESS OF THE EQUALITY AND INCLUSION POLICY**

The policy will be monitored via a range of methods:

- Governors to report on the successes and challenges in relation to inclusion
- Number of bullying incidents by equality characteristic to be monitored and appropriate action taken as necessary
- Embedding of equality and inclusion across curriculum areas to be monitored
- Number of comments and complaints in relation to equality and inclusion to be monitored
- Record of training / information presented to staff/ pupils to be kept
- Positive stories on equality and inclusion to be highlighted
- Feedback from pupils, staff, parents, and the wider community to be sought regularly

## **COMPLAINT'S 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 school's website.

## **REVIEW CYCLE OF POLICY**

The Equality and Inclusion Policy will be reviewed by all stakeholders and, if required, updated every **three** years in line with our school policy review cycle.