



# Equality & Inclusion Policy

<b>Title</b>	<b>Equality and Inclusion Policy</b>
<b>Summary</b>	This policy sets out your commitment and approach to equality, diversity and inclusion.
<b>Purpose</b>	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.
<b>Frequency of Review</b>	Every 3 Years
<b>Date last Reviewed and Approved by Board of Governors</b>	Wednesday 24 <sup>th</sup> November 2021

## Introduction

**Kirkinriola 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+).

**Kirkinriola 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.

*Kirkinriola Primary School prides itself as a community centred primary school that welcomes everyone. We promote diversity throughout our curriculum and in extra-curricular work such as our Eco-School Programme and Shared Education Partnership. Our Shared Education partnership with St Paul's Primary School in Ahoghill continues to go from strength to strength, offering both our communities opportunities to work and learn together.*

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.

**Kirkinriola 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.

## 1. Mission and Values

Kirkinriola Primary School is a growing school that prides itself as a healthy heart in the centre of our community.



Kirkinriola Primary School is a place where learning is an adventure and everyone can shine!

Kirkinriola Primary School values each person in our community as individuals with needs that are unique and diverse. We work hard to actively meet these needs within our environment by promoting fairness as everyone getting what they need to be successful.

Kirkinriola also supports and actively promotes the wider values of the Education Authority of Openness, Respect, Reflection, Responsibility, Excellence and Equality in our everyday practices.

Kirkinriola Primary School recognises the wider value of education, beyond solely the achievement of qualifications, allowing individuals to develop an understanding and experience of the value and range of diverse cultures, identities and backgrounds. We recognise that Kirkinriola P.S. is enriched by the diversity that each individual brings and are committed to creating a safe, welcoming environment for all, where each learner can flourish, knowing that differences are respected.

## 2. Equality and Inclusion – School Policies

Through this policy, and the wider practices within Kirkinriola 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 our:

- Anti-Bullying Policy
- Pastoral Care Policy
- Safeguarding and Child-Protection Policy
- Internet safety and acceptable use policy
- Positive Behaviour Policy
- Admissions Policy

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.

### **3. Responsibilities**

Our **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 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*** are 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/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.

#### **4. How do we promote Equality and Inclusion?**

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

- ***School Practices***

*At Kirkinriola Primary School we encourage all our staff, pupils and parents to be respectful and open in communicating with each other and to celebrate the diversity within our community.*

*We do this by:*

- *listening to everyone, valuing all viewpoints and providing regular opportunities for feedback on our practices.*
- *celebrating and actively collaborating with our community to provide a range of opportunities for our pupils.*
- *encouraging members from different faith groups, cultural backgrounds and ethnicities to visit our school and share their experience with our pupils.*
- *tackling stereotypes and challenging any types of bullying behaviour.*
- *marking a wide variety of specific dates and cultural festivals from around the world, including European Day of languages, Armistice day, Diwali, Christmas, Chinese New Year, Fairtrade Fortnight and St Patrick's Day to name but a few.*

- ***Policies***

*At Kirkinriola Primary School we want everyone to have a clear understanding and to actively promote our aims and values relating to equality and inclusion.*

*We do this by:*

- *maintaining a developed a suite of policies that are reviewed regularly to ensure they promote inclusivity, equality and diversity for all. These include;*
- *setting clear expectations about acceptable behaviours and celebrating positive behaviours throughout the school.*

- ***Facilities***

*At Kirkinriola Primary School we want our environment to be welcoming to everyone and to have facilities that are accessible to all. We do this by:*

- *promoting the use of interpreting services*
- *translating documents as requested.*
- *having allocated accessible parking within the school grounds*
- *having accessible toilet facilities and ensuring changing facilities are available when required.*
- *having an accessible school building that allows all users safe use.*
- *Displaying signage and resources that reflect languages and cultures from around the world.*

- **Curriculum**
  - *we plan each termly topic with global learning aims identified and promote inclusion and equality throughout every aspect of our teaching.*
  - *we actively promote fairness and equality through programmes like Eco-Schools and Global Learning.*
  - *we plan learning that brings our pupils together with children from a range*
  
- **Training**
  - *we encourage all staff to engage with training opportunities provided by EA and other external agencies that promote equality, inclusion and diversity.*
  - *we offer training opportunities for all staff as part of our Shared Education Partnership that encourage links, discussion and learning with people from different backgrounds.*

## **5. Monitoring the Success of the Equality and Inclusion Policy**

The policy will be monitored and reviewed regularly by our Senior Leadership Team.

It will be amended in response to changes that affect its implementation or following updates from EA or DENI.

The Board of Governors will carry out a full review of this policy every 3 years, unless ratification of significant changes are required beforehand.

## **6. 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 schools website [www.kirkinriolaps.co.uk](http://www.kirkinriolaps.co.uk)

## **7. Review cycle of policy**

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