



# Equality and Inclusion Policy

<b>Reviewed/Updated</b>	<b>Date</b>
Written	February 2020
Review	August 2023

Kircubbin Integrated Primary School, commensurate with its title, is committed to equality and inclusion for all in our school community.

## **1 Aims and objectives**

- 1.1** We do not discriminate against anyone, be they staff or pupil, on the grounds of their gender, gender identity, sexual orientation, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 (and amendment 2000) Race Relations Act and covers both direct and indirect discrimination.
- 1.2** We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3** We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6** We challenge stereotyping and prejudice whenever it occurs.
- 1.7** We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8** We recognise that prejudice and stereotyping are caused by poor self-image, low self-esteem and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## **2 Anti-racism/discrimination**

- 2.1** It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- 2.2** We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school. Anything deemed offensive e.g. graffiti will be removed immediately.
- 2.3** Our curriculum reflects the attitudes, values and respect that we have for all groups within society. This is exemplified, in particular, through our Personal Development and Mutual Understanding (PDMU) and The World Around Us topics which explore a variety of traditions and cultures, both locally and further afield. Our International School's Award work also allows pupils to learn more about diversity and other cultures.

**2.4** Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

**2.5** As an integrated school we feel it is important to educate our pupils about the various cultures we find within our society and celebrate important cultural events such as Remembrance Day and a Sacramental Celebration assembly.

### **3 The role of Governors**

**3.1** The Board of Governors has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

**3.2** The Board of Governors seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

**3.3** The Board of Governors will, where necessary, in its annual report, make reference to arrangements for disabled pupils.

**3.4** The governors welcome all applications to join the school, whatever background or disability a child may have.

**3.5** The governors ensure that no child is discriminated against whilst in our school on account of their gender, identity, sexual orientation, religion or race. For example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion / gender identity affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

### **4 The role of the Principal**

**4.1** It is the Principal's role to implement the school's equal opportunities and anti-racist policy and he is supported by the Board of Governors in so doing.

**4.2** It is the Principal's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

**4.3** The Principal ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

**4.4** The Principal promotes equal opportunities when developing the curriculum, and promotes respect for other people in all aspects of school life.

**4.5** The Principal treats all incidents of unfair treatment and any racist incidents with due seriousness and in line with the school's positive behaviour policy.

## **5 The role of the class teacher**

- 5.1** The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2** When selecting classroom resources, teachers pay due regard to the sensitivities of all members of the class and strive to provide material that gives positive images of all groups within society.
- 5.3** When developing topics of study for the classroom, teachers will adhere to the content of this policy, particularly in relation to sensitive issues.
- 5.4** All our teachers challenge any incidents of prejudice or racism. We record any serious incidents, and draw them to the attention of the Principal. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination in line with the Positive Behaviour Policy.

## **6 Monitoring and review**

- 6.1** It is the responsibility of our Board of Governors to monitor the effectiveness of this policy. It does this by:
- monitoring the progress of pupils of all backgrounds;
  - monitoring the staff appointment process, so that no-one applying for a post at this school is subject to any form of discrimination;
  - requiring the Principal to report to governors on a two yearly basis on the effectiveness of this policy;
  - taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
  - monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

## **Monitoring and Review**

This policy will be monitored regularly by the Senior Leadership Team and the issues arising reported by the Principal to the Governors. The policy will be reviewed by the Principal and the Board of Governors.

Signed: \_\_\_\_\_ Principal

Signed: \_\_\_\_\_ Chair of Board of Governors

Date: \_\_\_\_\_