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| **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** |  |
| **Frequency of Review** | Every 3 Years |
| **Date last Reviewed and Approved by Board of Governors** |  |

**Equality & Inclusion Policy**

** Article 2:** (non-discrimination)

*The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.*

**Introduction**

Spires Integrated 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+).

Spires Integrated Primary School is an inclusive school where we focus on the well-being and progress of all our children and staff 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 promote equality of opportunity, high quality teaching & learning, a concern for individual pupils and a respect for diversity. The school embraces the UNCRC principles and articles throughout all aspects of school life. In Spires Integrated Primary School the whole staff approach the care of our children in a positive way, reinforcing the caring ethos of the school. We will do all we can to promote the different relationships between everyone in our school community. The promotion of positive values and beliefs will permeate all teaching and activities in our school.

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 and staff in the full life of our school; where appropriate making necessary adjustments to enable everyone’s participation.

Spires Integrated 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.

# School Ethos and Mission Statement

# Spires Integrated Primary School strives to promote primary education of the highest quality for all children, in an integrated and caring environment.

**Diversity Statement**

We have developed this policy as a statement of its commitment to promoting equality, diversity and inclusion within our school community. It seeks to ensure that all members of the school are valued equally, regardless of religion or belief, disability, race, gender, sexual orientation or transgender identity. Whilst socio-economic status is not a specified ground under the equality legislation, the barriers and inequalities experienced by equality groups can also be exacerbated by poverty and social exclusion.

**Article 23**

*A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.*

**Equality and Inclusion – School Policies**

Through this policy, and the wider practices within Spires Integrated 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.

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.

As part of our overall school policy development there are a number of policies that specifically encompass our ethos on Equality and Inclusion, these include; Anti-Bullying Policy, Safeguarding Policy, Curriculum Policy, Positive Behaviour Policy, RSE Policy, SEN Policy, Pastoral Care Policy, Uniform Policy and Admissions Policy.

**Responsibilities**

The Governors of Spires Integrated Primary School has overall responsibility to manage the implementation of equality and diversity in our school. The role of the Board of Governors is 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 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 Leadership Teamis responsible for:

* putting the school’s Equality and Inclusion policy and procedures 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.

All School Staffhave a responsibility for the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

Pupilsand staffare 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.

TheSchool’s Safeguarding Team (led by the Designated Teacher) will manage the implementation of the policy in partnership with the Principal.

**How we promote Equality and Inclusion**

Spires Integrated Primary School promotes Equality and Inclusion within our school through the following activities:

* Having a whole school approach to Equality and Inclusion within our policies and curriculum
* Having an inclusive mission statement
* Using a range of resources and teaching approaches
* Using appropriate terminology and language
* Challenging homophobic, transphobic or any other type of bullying
* Increasing the visibility/ role modelling of minority groups
* Setting clear expectations about acceptable behaviour
* Having Diversity Training for all staff
* Discussing uniform preferences with pupils / students

**Facilities/ Services**

* Promoting and using interpreting services
* Using translated documents where available
* Having 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 area of responsibility

**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;
* A 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 at [**www.spiresips.org.uk**](http://www.spiresips.org.uk) **or from the school office.**

**Monitoring and Evaluation**

The implementation of this Policy is the responsibility of all staff. Monitoring Inclusion and Diversity at Spires Integrated Primary School is the responsibility of the Board of Governors.

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.