

St. Anne's Primary School

Equality & Inclusion Policy

Article 27

Every child has the right to a standard of living that is good enough to meet their physical, social and mental needs. Governments must help families who cannot afford to provide this.

1. Introduction

St. Anne's 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 St. Anne's 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. Anne's 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.

St. Anne's strive to educate children to respect and appreciate everyone and value their uniqueness.

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. Anne's 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

Mission Statement- "Love to Learn, Learn to Love"

St Anne's Primary School works in partnership with families and the community to ensure each child achieves his/her potential and enables each child to:

- Become independent learners.
- Appreciate the uniqueness of each individual member of the school community.
- Develop spiritually in the caring environment of a Catholic school.
- Develop enquiring minds and a spirit of curiosity.
- Develop the necessary skills to live within a rapidly changing technological world.
- Develop confidence and self-esteem.
- Become positive participatory citizens.
- Develop an interest in sport which results in continued participation for life and a resulting healthy lifestyle.
- Develop an appreciation of the arts.

We believe each child will succeed through experiencing quality in:

- A broad and balanced, skill-based curriculum.
- A system of pastoral care that meets the needs of each individual.
- Strong home, school and community partnership.
- A stimulating, learning environment.
- An ethos of support and encouragement where the efforts of all children are recognised and rewarded.
- A wide range of extra-curricular activities and visits.
- Access to the most up to date I.C.T. resources.

We demonstrate our commitment to working as a learning community by:

- Striving for continuous improvement in all that we do.

Core Values- Respect, Appreciating the uniqueness of each individual and striving for continuous improvement.

St. Anne's will provide a caring, respectful, creative and safe environment in which staff, family and community strive to prepare confident, well-rounded, lifelong learners and responsible citizens.

3. Equality and Inclusion – School Policies

Through this policy, and the wider practices within St. Anne's 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.

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, Safeguarding Policy, Curriculum Policy, Positive Behaviour Policy, and Admissions Policy. Any arising incident will be dealt with by the appropriate policy.

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.

- Pastoral Care Policy
- Using ICT Policy
- SEN Policy
- School Development Plan

4. Responsibilities

The St. Anne's **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 governor's 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.

5. How do we promote Equality and Inclusion?

St. Anne's promotes equality and inclusion within our school through the following activities:

- Develop a whole school approach.
- Has an inclusive mission statement.
- Uses a range of resources and teaching approaches.
- Uses appropriate terminology and language.
- Challenges any type of bullying.
- Offer uniform choices to all children.
- Sets clear expectations about acceptable behaviour.

Facilities/ Services

- Promoting and using interpreting services when required
- Using translated documents when required
- Have allocated accessible parking.
- Having all accessible toilets/changing facilities
- Having an accessible main entrance and building
- Having signage, displays and resources reflecting all languages throughout the school when required
- 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.
- Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion with their areas.

6. Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored via a range of methods:

- Team meetings to have Equality & Inclusion as an agenda item.
- Governors to report on the successes and challenges in relation to inclusion through School Development Plan
- 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.
- Positive stories on equality and inclusion to be highlighted.
- Feedback from all stakeholders

7. 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 or from request form school Principal.

8. Review cycle of policy

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