

KILLEN PRIMARY SCHOOL



Policy for Equality, Diversity and Inclusion

This policy was reviewed and updated in March 2022

The Governors will monitor the implementation of this policy and evaluate and review regularly.

Introduction

Killen Primary School is committed to equality and inclusion. In an effort to educate the students of our school in a safe environment and to prepare them for the 'world around us', we seek to celebrate a culture of tolerance and acceptance among all.

We have developed this policy as a statement of our 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. Treating people equally can mean treating them differently. Policies, practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barriers and disadvantage which people may face. 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. As a result, prejudicial bullying of any sort is unacceptable and recorded in accordance with the Anti-Bullying Policy in school. 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.

Legal Framework

In putting together this Single Equality Scheme in the form of our Equality, Diversity and Inclusion Policy, we are responding to the introduction of the Equality Act 2010. This replaces all previous policies and legislation relating to Race Equality, Gender Equality and Disability Equality.

Killen 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.

Killen Primary School recognises the wider value of education and allows individuals to develop an understanding and experience of the value and range of diverse cultures, identities and backgrounds. We recognise that the school 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.

The School seeks to:

- create a caring, supportive environment in which there is trust, fairness, respect and safety.
- give all pupils the opportunity to develop to their full potential in abilities, interests and aptitudes.
- create an environment in which the individual importance of all pupils is recognised.
- engender an atmosphere in which all pupils feel that their achievements are recognised and that their presence is valued.
- ensure that all pupils understand that they have an important role to play in what is becoming an increasingly complex multi-racial society.
- ensure that all students receive Personal Development for Mutual Understanding lessons, in which they learn about themselves and their responsibilities to others.

- ensure that the school is free from prejudice, stereotyping, discrimination.
- foster tolerance, understanding and mutual respect.

The premise remains the same - every child matters and matters equally - but the approach to meeting the needs of each pupil is taken on a case by case basis, ensuring the support is specific to the individual and in consultation with parents, staff, members of the Board of Governors and other relevant external agencies.

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.

Killen 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.

Equality and Inclusion – School Policies

Through this policy, and the wider practices within Killen 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. 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.

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. Related Documents include:

- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- E-safety Policy
- Positive Behaviour Policy
- SEN Policy
- School Development Plan
- Admissions 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.

Promoting Equality and Inclusion:

Killen Primary School promotes equality and inclusion within our school through the following ways:

Admissions

- Killen Primary School welcomes applications from all sectors of the community.
- We base our admissions policy on a fair system (refer to Admissions Policy).
- We do not discriminate against a child or their family, or prevent entry to our school, on the basis of race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, political activities, socio-economic background, living situation, being a member of a travelling community or an asylum seeker or having spent convictions.
- We discourage discriminatory behaviour by staff or Parents / Carers and will take appropriate action.
- Displaying of openly racist insignia, distribution of racist material, name-calling, or threatening behaviour are unacceptable on or around the school premises and will be dealt with in the strongest manner.
- We do not discriminate against a child with a disability or refuse a child entry to our school because of any disability.
- We advertise our school widely in the local community.
- We try to reflect the diversity of members of our society in all our publicity and promotional materials.
- We provide information in clear, concise language, whether written or spoken.
- We work with the Inclusion and Diversity service for sign language / interpreters as required.

School Curriculum

The curriculum offered at Killen Primary School encourages children to develop positive attitudes about themselves as well as to people who are different from them.

Equality and diversity is embedded as far as possible in all areas of the curriculum and pupils are given opportunities to explore prejudice and discrimination, and to positively explore difference in relation to race/ethnicity, religion/belief, gender, disability. We do this by:

- Making children feel valued and good about themselves through the curriculum and the PDMU curriculum and other agencies such as AWARE and Action Mental Health.
- Ensuring that children have equal access to learning.
- Recognising the different learning styles of children, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities.
- Regularly reviewing the teaching within each subject area as well as with the resources that are available to support this so that both the diversity of the school, local community and wider society as a whole are represented in this.
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children learning English as an additional language have full access to the

curriculum and are supported in their learning.

- Data is collected with regard to the attainment and achievement of all pupils in order to inform the planning and provision of support to individuals and groups of pupils.
- We recognise the specific assessment needs of pupils with additional needs such as EAL, SEN, etc., and also the importance of scrutinising assessment materials for cultural bias.
- Examining where and when themes around equality and inclusion might be embedded into topics within each curriculum area.
- Holding equality and inclusion themed events eg Odd socks day, European day of languages
- Participating in Shared Education.
- Ensuring that staff consider the implications of Equality and Inclusion.

Valuing Diversity in Families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life.
- We encourage Parents / Carers/carers to take part in the life of Killen Primary School and to contribute fully.
- For families who speak a first language other than English, we will develop plans to ensure their full inclusion.

Food and Dietary Needs

- We work in partnership with Parents / Carers / Kitchen Staff to ensure that the medical, cultural and dietary needs of children are met as far as is reasonably possible.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Events

- Events are arranged to ensure that all families may become involved in the life of the school if they wish.
- Information about events and meetings is communicated in a variety of ways (e.g. electronically, written and verbal), to ensure that all Parents / Carers have information about, and access to, the meetings.
- Where necessary, an interpreter is invited to support parents who require it during parent meetings, school events or any other times of correspondence.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Dept. this ensures a fair selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.

Staff Training

All staff at Killen Primary School will have their professional development needs met in relation to this agenda. This includes staff across all sections (teaching, support, catering staff, office staff, etc.) and support that will be provided to meet their training needs as outlined in our School Development Plan. New and temporary staff will be made aware of our Equality, Diversity and Inclusion Policy and other practices in relation to this.

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish, for example SEN courses
- We review our practices annually to ensure that we are fully implementing our Equality, Diversity and Inclusion Policy.
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Roles and Responsibilities

All who are associated with Killen Primary School have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination. The 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.

Board of Governors:

- Provide leadership and drive for the development and regular review of the school’s policies.
- Provide leadership and ensure the accountability of the Principal and teaching staff for the communication and implementation of school policies.
- Highlight good practice and promote it throughout the school and wider community.
- Provide appropriate role models for staff, pupils, Parents / Carers and all other stakeholders.
- Congratulate examples of good practice from the school.
- Ensure a consistent response to incidents e.g. bullying cases and racist incidents.
- Ensure that the school carries out the letter and the spirit of the statutory duties
- Making sure the school complies with all current equality legislation.
- Making sure this policy and its procedures are followed.

Principal:

- Ensure policies and procedures are in place to comply with equality legislation.
- Ensure the school implements policies and practices in line with the principles of equality and inclusion.
- Initiate and oversee the development and regular review of equality policies and procedures.
- Consult pupils, staff and governors in the development and review of the policies.
- Follow the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying.

- Ensure appropriate training and awareness is undertaken with staff.
- Ensure that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.
- Ensure the effective communication of the policies to all pupils, staff and governors.
- Provide appropriate role models for all staff and pupil.
- Provide opportunities and mechanisms for the sharing of good practice.
- Take appropriate action in cases of harassment and discrimination and ensure a consistent response to incidents e.g. bullying case, homophobic and racist incidents.
- Ensure that the school carries out its statutory duties effectively.

The School's Safeguarding Team: (led by Mrs Mitchell / Designated Teacher, Mrs Goan Deputy Designated Teacher and Mrs L Palmer Deputy Designated Teacher)

- Manage the implementation of the policy in partnership with the staff.

Staff:

- Both teaching and non-teaching staff have a responsibility for the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.
- Proactively following this policy and any associated guidelines.
- Providing role models for pupils through their own actions.
- Dealing with racist, sexist and homophobic incidents, and recognising and tackling other forms of bias and stereotyping.
- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Keeping up to date with the law on discrimination and taking training and learning opportunities offered to them.

Pupils:

- Treat others kindly and fairly without prejudice, discrimination or harassment.
- Respecting others in their language and actions.
- Follow all of the relevant school policies and codes of conduct in line with the principles of equality and inclusion.
- Attend and engage in their own learning as well as helping other pupils to learn.
- Tell staff about any prejudiced related incidents that occur.

Parents / Carers:

- Support our school in its implementation of this policy.
- Follow the school policy through their own behaviour.
- Ensure their children attend and engage in the learning.
- Tell staff about any prejudice related incidents that occur.

Religion or belief

Killen Primary School recognises that we educate pupils with various religious beliefs and none. Our responsibility is to:

- Provide pupils with opportunities to explore, question and appreciate their own faith, in order that they can develop spiritually.
- Develop a knowledge and understanding of a variety of faith and belief systems in order that pupils can live and work in a culture of mutual respect and tolerance within our increasingly diverse community.
- Create an environment where individuals are valued and their dignity is respected. Therefore, it is of utmost importance that each young person's view is valued.

The school practices collective worship of a broadly Christian nature. Parents can choose to remove their children from collective worship, or ask that their children do not participate, for any reason.

Discrimination on the basis of a religion or of a particular belief is not tolerated in this school and is dealt with in accordance with the Positive Behaviour Policy and/or the Anti-Bullying Policy.

Disability

Killen Primary School will not discriminate against a pupil or a member of staff because of their disability as stated in Disability Discrimination Act 1995 (as amended). The school will seek to take positive steps ensure that pupils with a disability can access and participate in the education and other activities they provide.

The School will make reasonable adjustments in order to remove the barriers a pupil with a disability will face to allow the pupil to access and participate in education in the same way as other pupils. This means that, unless they have a justification for not doing so, the school will make reasonable adjustments so that disabled pupils are not at a substantial disadvantage compared to other non-disabled pupils.

Killen Primary School aims to be fully accessible. The front door is wheelchair accessible. Lights are automatic and all switches at the required height to suit wheelchair users. We have a disabled toilet. We have two disabled parking spaces situated at the front of the school.

Discrimination on the basis of a disability is not tolerated in this school as is outlined in the Positive Behaviour Policy and/or the Anti-Bullying Policy.

Pupils with Special Educational Needs

The Special Education Needs Policy in Killen Primary School reflects our inclusive approach. The SENCo (working closely with the Principal, Class Teachers and Classroom Assistants) is involved in the strategic development of inclusive practice within the school. The aim is to ensure that pupils can access appropriate educational provision. The culture, practice, management and development of resources in our school are designed to ensure all pupils' needs are met.

Sexual orientation and Gender Identity

Staff, pupils and parents have a shared responsibility to ensure that all pupils are treated equally and with dignity, regardless of their gender identity or their sexual orientation.

Staff will seek to:

- foster self-esteem in LGBT pupils.
- demonstrate by example the school's ethos of inclusivity and ensure that language and action reflects this.
- be alert of any signs of distress and other possible indications of prejudice based bullying and respond swiftly according to the Anti-Bullying Policy.

Killen Primary School recognises the role that a school can play in supporting a transgender young person and commits to following the best practice guidance as set out in the Education Authorities "*Guidance for Schools on Supporting Transgender Young People.*" Christine Mitchell and Charlene Goan will act as the points of contact for any pupil who is questioning their gender identity or identifies as transgender.

Monitoring the Success of the Equality, Diversity and Inclusion Policy

- Staff meetings to discuss Equality, Diversity & Inclusion when necessary.
- Governors to report on the successes and challenges in relation to inclusion when necessary.
- Number of bullying incidents by equality characteristic to be monitored and appropriate action taken as necessary;
- Embedding of equality, diversity and inclusion across curriculum areas to be monitored;
- Number of comments and complaints in relation to equality and inclusion to be monitored;

Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the principal and Governing Body. Anyone wishing to make a complaint will be advised to follow the School Complaints Procedure.

Monitoring and Evaluation

As part of the monitoring and evaluation procedure, we will monitor and review this policy every three years.

Date written: March 2022

Shared with staff: March 2022

Review Date: March 2025