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# Equality & Inclusion Policy



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Board of Governor Reviewed:	January 2026
Next review date:	January 2027

## **Rights Respecting School**

At Glenraig Integrated Primary School we are a Rights Respecting School and uphold the articles contained in the UN Convention on the Rights of the Child. This policy reflects the caring ethos of the school and focuses more closely on the following articles: -

Article 2: All children have all these rights, no matter who they are, where they live, what language they speak, what their religion is, what they think, what they look like, if they are a boy or girl, if they have a disability, if they are rich or poor, and no matter who their parents or families are or what their parents or families believe or do. No child should be treated unfairly for any reason.

Article 12: Children have the right to give their opinions freely on issues that affect them. Adults should listen and take children seriously.

## **Introduction**

Glenraig Integrated Primary School and Nursery Unit 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+).

Glenraig Integrated Primary School and Nursery Unit 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.

Over the past decade our Glenraig IPS has seen a change in our pupil/young people's and/or school community demographic. Our community is now much more diverse. In particular, there has been a significant increase in the diversity of our pupils' race, ethnicity and cultural heritage.

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.

Glenraig IPS 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.

### **Diversity Statement**

Glenraig IPS 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 Glenraig IPS 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.

### **Equality and Inclusion – School Policies**

Through this policy, and the wider practices within Glenraig IPS 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 Anti-bullying Policy, Safeguarding Policy, Curriculum Policy, Positive Behaviour Policy, Uniform Policy and 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.

Such documents may include:

- ❖ Pastoral Care Policy
- ❖ Safeguarding and Child Protection Policy
- ❖ Anti-Bullying Policy
- ❖ Anti-Cyber Bullying Policy
- ❖ Positive Behaviour Policy
- ❖ RSE Policy
- ❖ SEN Policy
- ❖ Pastoral Calendar/Assembly Themes
- ❖ School Development Plan

### **Responsibilities**

The Glencraig IPS 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.

### **How Do We Promote Equality & Inclusion?**

Glencraig IPS promotes diversity and inclusion through the following activities:

- ❖ Develop a whole school approach
- ❖ Have an inclusive mission statement
- ❖ Use a range of resources and teaching approaches
- ❖ Use appropriate terminology and language
- ❖ Tackle stereotypes
- ❖ Challenge homophobic, transphobic or any other type of bullying
- ❖ Increase the visibility/ role modelling of minority groups
- ❖ Set clear expectations about acceptable behaviour
- ❖ Diversity and Inclusion champion **(Mrs J Brown)**
- ❖ Diversity and Inclusion Steering group
- ❖ Discussing uniform preferences with pupils / students
- ❖ Promoting and using interpreting services
- ❖ Using translated documents where available
- ❖ 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 and cultures throughout the school
- ❖ 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
- ❖ Holding equality and inclusion themed events on a regular basis and following up on these

- ❖ Participating in Shared Education and other programmes such as Schools of Sanctuary
- ❖ Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion with their teams.

### **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.
- ❖ 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 Complaint's procedure. If a complaint is made regarding equality or inclusion, the Complaint's process will be fairly and systematically applied. Access to the Complaints procedure can be found on the schools website at [Glencraig Integrated Primary School & Nursery Unit - Policies \(glencraigips.co.uk\)](http://glencraigips.co.uk)

### **Review Cycle of Policy**

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.