



# Mallusk Integrated Primary School

## Equality & Inclusion Policy

### Introduction

Mallusk 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.

Our school community reflects a wide range of beliefs, cultures, abilities and ethnicity. We are committed to an ethos and culture of inclusion for all pupils, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

Mallusk Integrated 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. At Mallusk Integrated Primary, we recognise the key role of our school in addressing the issues of sectarianism, racism, homophobia and intolerance in all its forms in our society. Mallusk Integrated Primary School demonstrates its distinctiveness and vision through a commitment to the four core principles of integrated education - **equality, faith and values, parental involvement** and **social responsibility**. The implementation of this policy will support our school's planning and ethos so that all our pupils benefit from this explicit work at some point in their time at Mallusk Integrated Primary. We believe that this is intrinsically linked to achieving the DE vision of 'every learner fulfilling his or her full potential'. We actively promote tolerance and use the Anti-Bias approach in the work we do with our children.

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.

At Mallusk Integrated Primary School, we believe 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 Mission Statement***

We nurture our children in a secure, friendly, caring community where everyone is valued for their important contribution. We are staff, parents and children working in positive partnership.

We believe if children are happy they will achieve.

We encourage busy minds and busy hands, aiming to engage, inspire, challenge and support our children. We show respect for ourselves and each other and value all our cultures and beliefs equally.

With open hearts and open minds, we enjoy learning and achieving together.

### **Our Values**

At Mallusk Integrated Primary School we maintain that learning should be active, rewarding, meaningful, exciting and accessible. We believe in child-centred teaching and learning and believe in working closely with parents and pupils to ensure all our children reach their potential regardless of gender, religious, social, ethnic, linguistic and educational background. We are committed to providing a stimulating, caring and safe environment for our children alongside a range of exciting, supportive and challenging teaching and learning experiences. Our activities reflect the diversity in the school community. We maintain that these will help our children to lead happy and rewarding lives.

We believe in encouraging our children to try their best, take a pride in their work, to recognise the importance of high standards of presentation and behaviour and to respect and accept everyone in our school community.

We believe in the centrality of good relationships within the school community and believe everyone has a valuable contribution to make. We encourage good self-esteem, mutual understanding, respect and acceptance. We maintain that our delivery of a broad, well balanced and flexible curriculum will ensure that these qualities are developed and that the children's knowledge, skills and capabilities will be enhanced.

We believe that our school community can be a model for society, where acceptance and diversity go hand in hand, so we aim for balance and equality in our school community, in keeping with the Core Principles of Integration.

This policy is supplemented by a range of other policies and schemes of work (listed below). It is our belief that equality and inclusion is central to **all** we do. We aim to 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. In the implementation of these policies, the content and delivery of our curriculum and the ethos of our school, we aim to empower our children 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.

Put simply, Inclusion underpins all our school policies.

#### Complimentary Policies & Documents:

Integration Policy

Anti-bullying Policy

Child Protection & Safeguarding Policy

Code of Conduct

Pastoral Care Policy

Play Policy

Positive Behaviour Policy

RSE Policy

RE scheme of work

SEN Policy

World Around Us Scheme of Work

Any arising incident will be dealt with by the appropriate policy. There should never be any ambiguity when it comes to the happiness, safety and well-being of our children.

#### **RESPONSIBILITIES**

The **Board of Governors of Mallusk Integrated Primary School** 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' ole'* (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
- Making sure that all staff know their responsibilities and receive the support and training necessary to carry them out

**School staff** are responsible for:

- Putting the school's equality and inclusion policies and codes into practice
- Following the relevant procedures and taking action where necessary
- The day to day operation of this policy
- Contribution to an inclusive and welcoming environment within the school

**The School's Pastoral Care and Safeguarding Team** (led by the Designated Teacher) will manage the implementation of the policy.

**Pupils** 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 AND INCLUSION?**

Mallusk Integrated Primary School promotes equality and inclusion within our school through the following activities:

### **School Practices**

- Development of a whole school approach
- An inclusive mission statement
- Use of a range of resources and teaching approaches, in particular the Anti-Bias approach
- Use of appropriate terminology and language
- Challenging stereotypes
- Challenging homophobic, transphobic or any other type of bullying
- Ensuring the visibility/ role modelling of minority groups
- Setting clear expectations about acceptable behaviour
- Having regular Diversity Training for all staff
- Discussing uniform preferences with children

**A comprehensive suite of school policies:** see above

### **Facilities/ Services**

- Promoting and using interpreting services
- Using translated documents where available
- Having allocated accessible parking
- Having all accessible toilets
- 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**

- Embedding themes based around equality and inclusion into our Thematic approach
- Celebrating special events in various religious and cultural calendars
- Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion

### **Training**

All staff members have been trained in the Anti-Bias approach. This training is provided by NICIE.

### **MONITORING THE SUCCESS OF THE EQUALITY AND INCLUSION POLICY**

The policy will be monitored via a range of methods:

- Bullying incidents to be monitored for relationship to equality & diversity and appropriate action taken as necessary
- Governors to report on the successes and challenges in relation to inclusion
- 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 website at [www.malluskintegratedprimary.co.uk](http://www.malluskintegratedprimary.co.uk)

### **REVIEW CYCLE OF POLICY**

The Equality and Inclusion Policy will be reviewed by all stakeholders (detail how) and, if required, updated every **three** years in line with our school policy review cycle.

This process should involve staff, Governors, Leaders, pupil and parental input. Staff should be issued with a copy of the new policy after its approval.

A full version will be made available on the school website or a paper copy issued if required on request.

### **EA CONTACT INFORMATION**

Equality & Diversity Unit Tel: 02890 564213

Email: [equality.unit@eani.org.uk](mailto:equality.unit@eani.org.uk)

Policy implementation date: February 2021

Policy review date: January 2024