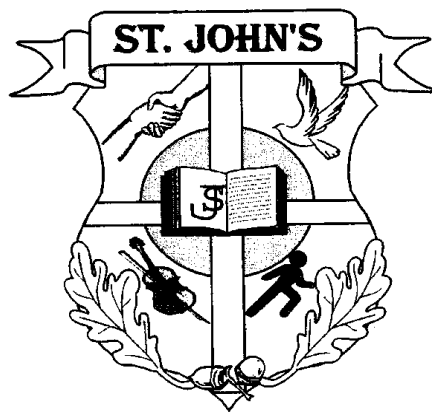


St. John's Primary School
Bligh's Lane
Derry
2021

Equality & Inclusion
Policy



“Learning Together Growing Together”

1. Mission Statement

At St. John's Primary School, we provide a happy, safe, caring and stimulating learning environment. In line with our Catholic ethos, our culture of inclusion, respect and social justice allows each individual to develop their unique talents and gifts to the best of their ability. We value our parents / carers as first educators and continue to work with them and local community partners as we nurture each child's social, emotional, intellectual and spiritual well-being, thereby enabling our school community to 'Learn Together' and 'Grow Together'.

2. Rationale

We recognise the value of diverse environments and strive to promote a culture in which all children, 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 children, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

St. John's 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.

In St. John's P.S. 68% of our children are currently entitled to Free School Meals. There are 9 Children Looked After and 21 children with Statements of SEN.

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 children in the full life of our school; where appropriate making necessary adjustments to enable everyone's participation.

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.

3. Equality and Inclusion – School Policies

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

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 The Anti-bullying, Safeguarding, Curriculum, Positive

Behaviour, Uniform, Special Education Needs, Shared Education, Community Relations, Equality and Diversity, Relationships and Sexuality Education and Admissions Policies. 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 children and their families feel valued and supported and making sure that equality and inclusion is evident in everyday school life.

Evidence of this work is contained within the Pastoral Vice-principal's Files which are readily available for inspection.

4. Responsibilities

In St. John's P.S. the **Board of Governors** has 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; and
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

The **School Senior Management Team** is 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; and
- 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.

Children 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. Promotion of Equality and Inclusion

St. John's Primary School promotes equality and inclusion within our school through the following activities: -

- 1) Our school ethos in particular the respectful relationships we nurture through the implementation of our RESPECT Charter;
- 2) Implementation of the Pastoral Suite of Policies (See Website);
- 3) A calm and purposeful learning and teaching environment adequately equipped to meet resource requirements;
- 4) The Provision of a broad-based curriculum underpinned by a collaborative approach to identify and remediate Barriers to Learning; and
- 5) The Continuous Professional Development of our staff. In all our learning we apply the principles of equality and inclusion.

6. Complaint's Procedures

The school has a robust and transparent Complaints Policy. If a complaint is made regarding equality or inclusion, this process will be fairly and systematically applied. Access to the Complaints Policy can be found on the school's website at www.stjohnspsderry.co.uk

7. Monitoring and Review Cycle of Policy

The Equality and Inclusion Policy will be reviewed by all stakeholders through active consultation and updated every **three** years in line with our school policy review cycle.

Signed: _____
Kathleen McCallion
(Chairperson of the Board of Governors)

Date: _____
(Ratified at Board of Governors' Meeting)