



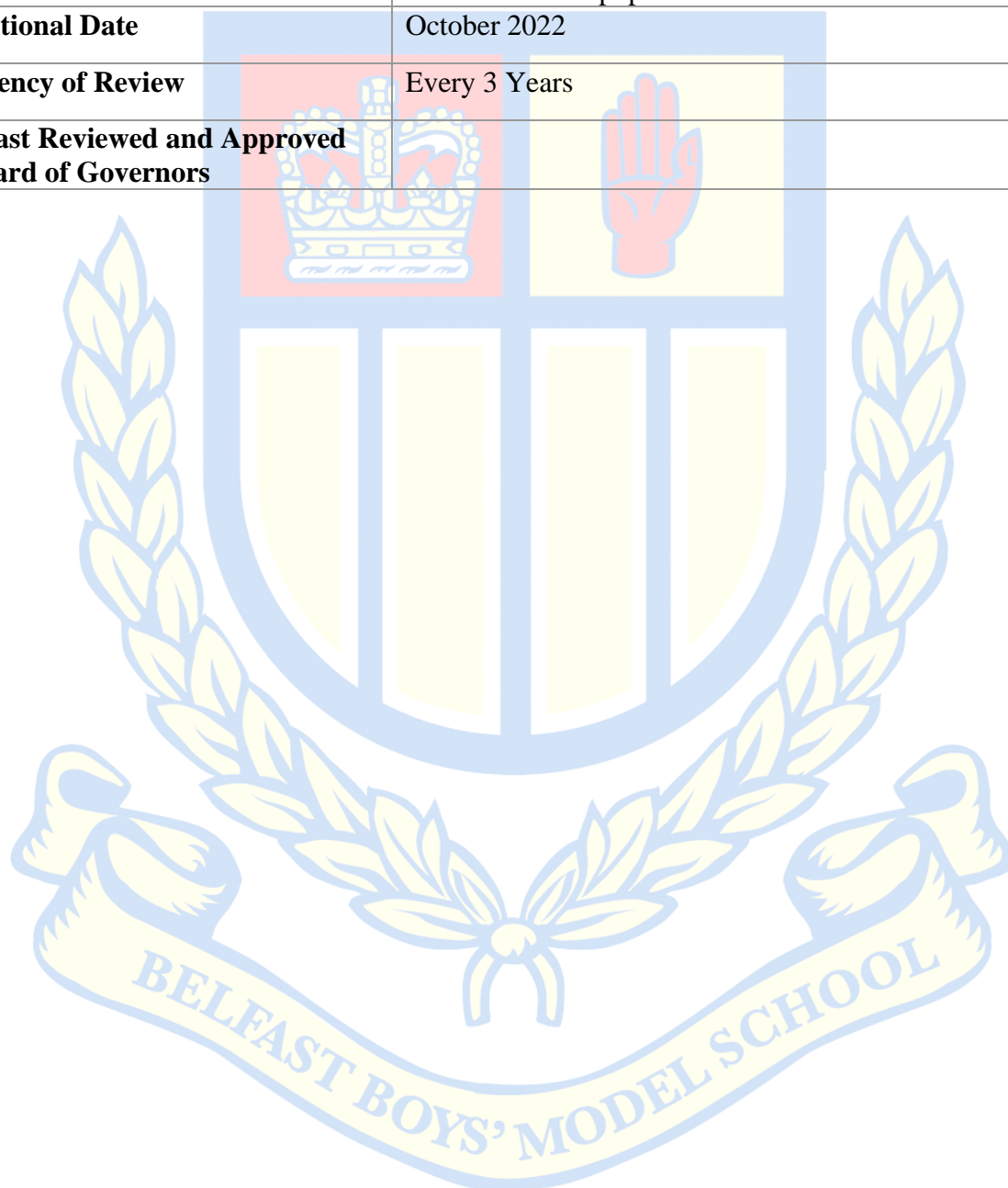
# Equality & Inclusion

# Policy

October 2022

BELEAST BOYS' MODEL SCHOOL

<b>Title</b>	<b>Equality and Inclusion Policy</b>
<b>Summary</b>	This policy sets out your commitment and approach to equality, diversity and inclusion.
<b>Purpose</b>	To ensure that all stakeholders are aware of this policy and its application in relation to equality, diversity and inclusion for all pupils and staff.
<b>Operational Date</b>	October 2022
<b>Frequency of Review</b>	Every 3 Years
<b>Date last Reviewed and Approved by Board of Governors</b>	



## **1. Introduction**

Belfast Boys' Model 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. 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+). 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**

Belfast Boys' Model School will provide a safe and nurturing environment based on positive relationships and mutual respect which supports, guides and inspires our pupils in their pursuit of success and happiness.

We seek to develop confident, independent learners who fulfil their potential and become responsible citizens, prepared for an increasingly complex and technological world. Our core values of respect, integrity and commitment permeate every aspect of school life, both inside and outside the classroom.

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

Through this policy, and the wider practices within Belfast Boys' Model 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 Anti-bullying Policy, Safeguarding and Child Protection Policy and Positive Behaviour 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.

## **4. Responsibilities**

The Belfast Boys' Model School 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 Leadership 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 support*) 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 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?**

Belfast Boys' Model School promotes equality and inclusion within our school through the following activities:

### **School/Centre Practices**

- Develop a whole school approach
- Have an inclusive mission statement
- Tackle stereotypes
- Challenge homophobic, transphobic or any other type of bullying
- Set clear expectations about acceptable behaviour
- Promote diversity through the work of the Pastoral Taskforce

### **Facilities/ Services**

- 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
- Helping young people to access advice from support organisations including messages on form class Teams which signposts relevant support

### **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
- Maintaining our Schools of Sanctuary status
- Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion with their teams.

### **6. Monitoring the Success of the Equality and Inclusion Policy**

The policy will be monitored via a range of methods:

- Use of student voice
- Use of parent voice
- 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

### **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 at

<https://static1.squarespace.com/static/581f5e80c534a5888d108ad4/t/6320d66474f6252bb60862ee/1663096422165/Complaints+Procedures20.pdf>

### **8. Review cycle of policy**

The Equality and Inclusion Policy will be reviewed by all stakeholders through pupil and parent voice and, if required, updated every three years.