KIRKISTOWN PRIMARY SCHOOL

Learning together,
building for the future

Equality & Inclusion Policy

Policy Review

Date agreed: September 2021
Next Review Date: September 2023
Signed by Chair of Governors:

_____

Date: _____

Equality & Inclusion Policy

Aims

At Kirkistown Primary School, we aim to provide equality of opportunity for all children irrespective of race, religion/belief, political views, ability, gender, gender identity (e.g. transgender) and sexual orientation (LGBQ+) (UNCRC – Articles 2, 3, 4).

We value diversity and want all our pupils to achieve their full potential during their time with us. Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children, for our staff and this is reflected in our school ethos.

Implementation

Our school provides equality of opportunity to all groups as mentioned above.

Staff

- We promote fairness and justice for all
- We ensure that all pupils are treated with respect
- We do not discriminate against any child or member of staff
- We ensure that all pupils have equal access to the full range of opportunities provided by the school
- We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children
- We challenge stereotyping and prejudice

Staff ensure that children

- Feel secure and know that they are valued
- Appreciate and value the differences in others
- Are encouraged to participate in all aspects of school life

The Principal's role

- Is to implement the school’s equality and inclusion policy

- Is to ensure that all staff are aware of the policy and apply it fairly in all situations
- Is to ensure that the principles of equality and inclusion are promoted within the curriculum
- Is to treat all incidents that contravene this policy with due seriousness

The Board of Governors

- Have set out their commitment to equal opportunities in their endorsing of this statement
- Will monitor the effectiveness of this policy and amend when required
- Will take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils