



Equality and Inclusion Policy

Operational date September 2024

Title	Equality and Inclusion Policy
Summary	This policy sets out our commitment and approach to equality, diversity and inclusion.
Purpose	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.
Operational Date	September 2024
Frequency of Review	Every 3 Years
Date last Reviewed and Approved by Board of Governors	September 2021

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+).

Belfast Boys' Model 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.

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.

Belfast Boys' Model School 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.

2. Vision and Values

Our pupils should feel happy and safe and have a sense of belonging and purpose. We believe in the importance of building character, raising aspiration and delivering/achieving success through relational learning, collaboration, and community. We aim to meet the individual needs of pupils with a responsive and enriching curriculum offer and agile pastoral care. Our committed and highly skilled staff strive to empower pupils to progress, discover and achieve their potential in a technologically sophisticated world.

Our core values of respect, integrity and commitment permeate all that we do.

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 the Addressing Bullying Policy, Safeguarding and Child Protection 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.

As an example of how our school supports equality and inclusion, pupil, parent, and staff voice are all central to our school policies.

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 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:

- Preventative Curriculum
- SEP activities
- Addressing Bullying and Wellbeing Ambassadors
- Formal Curriculum including LLW and RS
- Staff training
- Restorative practice
- Diversity Day

6. Monitoring the Success of the Equality and Inclusion Policy

At Belfast Boys' Model School, we monitor the effectiveness of our policies by asking for feedback in the form of pupil, parent and staff voice surveys, to ensure input from our wider school community and stakeholders.

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://www.bbms.org.uk/policies>

8. 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