POLICY

Equality & Inclusion

This policy sets out your commitment and approach to equality, diversity and inclusion at Hanham Primary Federation. The purpose is ensure that all stakeholders are aware of this policy and its application in relation to equality, diversity and inclusion for all pupils and staff.

This document has been prepared to set out the Pay Policy of Hanham Primary Federation. The document shall be reviewed annually and approved by C&I Committee and Full Governing Body.

Document Control

Version	Revisions	Approved By	Date
1.0	New	M Coyne / C Lander	
1.1	Review with minor amendments	M Coyne / C Lander	November 2020
1.2	Review with minor amendments	G Howells/A Watson	November 2022
1.3	Review with minor amendments	G.Howells/A.Watson	November 2024
1.4	Review with minor amendments to vision and values.	G.Howells/A.Watson	January 2025

Document Information

Review Cycle	2 years
Category	**Statutory**
Effective Date	September 2018
Reviewing Authority	Resources Committee / Full Governing Body

THE EQUALITY ACT 2010

Governors and staff have given careful consideration to the Equality Act 2010 and the nine protected characteristics when formulating this policy. As part of the Public Sector Equality Duty in the exercise of our schools functions we have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

INTRODUCTION

Hanham Primary Federation 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 Federation for all pupils, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).
Hanham Primary Federation is inclusive 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.

Hanham Primary Federation 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.

VISION AND VALUES

At Hanham Primary Federation, we are ambitious! This guiding principle shapes everything we do, empowering our children to grow, adapt, and thrive in an exciting and dynamic future.

At the heart of our Federation are the core values of enjoyment, respect, perseverance, responsibility, and independence. These values are embedded in our daily life, ensuring every child is nurtured, challenged, and celebrated for who they are.

EQUALITY & INCLUSION POLICIES

Through this policy, and the wider practices within Hanham Primary Federation we seek to empower our pupils 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 Federation 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.

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.

- Anti-Bullying
- Good Behaviour
- Safeguarding & Child Protection
- SEN & Inclusion
- RSE (Relationships and Sex Education)

RESPONSIBILITIES

The Federation 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 Headteacher 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 Federation 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.

All Federation 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.

Pupils/students 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.

COMPLAINTS PROCEDURE

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.hanhamprimaryfederation.org/policies/