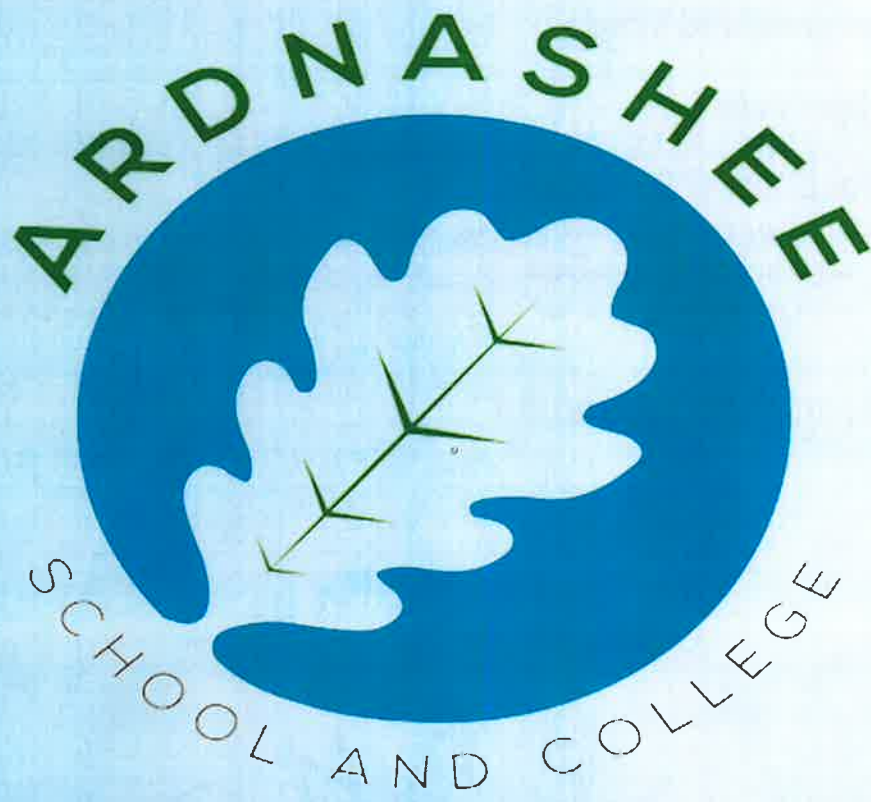




EQUITY AND INCLUSION POLICY

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1. Background

Over the past decade our Ardnashee school and College has seen a change in our pupil/young people's and/or school community demographic. Our community is now much more diverse. In particular, there has been a significant increase in the diversity of our pupils' [race, ethnicity and cultural heritage].

2. Purpose and Scope

Ardnashee school and College recognises the wider value of education, beyond solely the achievement of qualifications, allowing individuals to develop an understanding and experience of the value and range of diverse cultures, identities and backgrounds. We recognise that Ardnashee school and College is enriched by the diversity that each individual brings and are committed to creating a safe, welcoming environment for all, where each learner can flourish, knowing that differences are respected.

It is expected that all stakeholders will make a positive contribution to this policy and that Ardnashee School and College will:

- Ensure that the services it provides are accessible to all and will endeavour to positively encourage and benefit people from disadvantaged groups.
- Seek to supply specialist aids and facilities to enable disabled people access
- Monitor any issues that arise within the school and take appropriate action, fully supporting the person who is faced with prejudice or discrimination.
- Treat seriously any breaches of this policy and take appropriate action as directed by Human Resources and the Board of Governors

There are a range of policies already in place within your Ardnashee School and College and ensure they align / are compatible with the principles of Equality and Inclusion. Such documents may include:

- Pastoral Pathways Policy
- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- RSE Policy
- Pastoral Calendar/Assembly Themes
- School Development Plan

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- Holding inclusion and diversity themed events on a regular basis and following up on these
- Participating in Shared Education
- Ensuring that staff with specific areas of responsibility consider the implications of Equality and Inclusion with their teams

5. Monitoring/Evaluation

- Number of bullying incidents by equality characteristic to be monitored and appropriate action taken as necessary;
- Embedding of inclusion and diversity across curriculum areas to be monitored
- Number of comments and complaints in relation to equality, inclusion and diversity to be monitored;
- Record of training / information presented to staff/ pupils to be kept
- Ardnashee School and College Leadership Team will undertake an annual evaluation and review of the efficacy of the policy and its compliance with the EAs guidelines and directives.