



Equality & Inclusion Policy

Title	Equality and Inclusion Policy
Summary	This policy sets out your 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	01/09/2023
Frequency of Review	Every 3 Years
Date last Reviewed and Approved by Board	01/09/2023

1. Introduction

Polish Saturday School J Przybora 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+).

Polish Saturday School J Przybora 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.

Polish Saturday School J Przybora's main objective is to benefit the Polish community in Welwyn Garden City and other surrounding areas. The school provides educational and teaching support to the members of the Polish community, particularly children, maintains the heritage of Polish language, culture and tradition for the children of Polish and mix heritage members of the local community.

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.

Polish Saturday School J Przybora 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. Mission and Values

The main focus of the school is to support children and their families in development of their heritage language. Our aim is to help bilingual children, who are aware of and part of both Polish and British culture. To promote integration among the local Polish community and integration of Polish community with their wider community. Promoting Polish language, culture and traditions in British society.

3. Equality and Inclusion – School Policies

Through this policy, and the wider practices within **Polish Saturday School J Przybora** 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 Policy, , Positive Behaviour 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.

4. Responsibilities

The ***School Senior Management 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 School 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.

5. How do we promote Equality and Inclusion?

Polish Saturday School J Przybora promotes equality and inclusion within our school through the following activities:

- ***School Practices***
- ***Policies***
- ***Facilities***
- ***Curriculum***
- ***Training***
- ***Special events***

6. Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored via a range of methods: parents surveys, feedback from pupils, staff surveys

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 schools website.

8. Review cycle of policy

The Equality and Inclusion Policy will be reviewed by the School Board and, if required, updated every **three** years in line with our school policy review cycle.