



Cambridge House Grammar School

Equality & Inclusion Policy

Signed:

Chair of Board of Governors

Signed:

Principal

Date

24.09.25

Frequency of Review: every 3 years

1. Introduction

Cambridge House Grammar School is committed to fostering equality and inclusion across all aspects of school life. We value diversity and strive to build a culture where every pupil, staff member, and member of the wider school community feels welcomed, respected, and supported to achieve their full potential.

We are dedicated to providing an inclusive environment for all, regardless of race, religion or belief, political opinion, disability, special educational needs (SEN), gender or sexual orientation.

We believe that diversity strengthens our community and enriches learning. We aim to remove barriers to participation and ensure that all members of our school community are treated with dignity and fairness.

We stand firmly against discrimination, harassment, and bullying. Where barriers exist, we will make reasonable adjustments to enable full participation in school life.

We also recognise that education is a powerful driver of equality, providing young people with the knowledge, skills, and opportunities to thrive in an inclusive society. All of our policies and practices are designed to reflect this ethos.

2. Mission Statement

Cambridge House Grammar School is creating a quality learning network, achieving excellence in all its provision in a creative, flexible and enterprising culture by providing:

- An ethos which encourages positive relationships, excellence, self-reliance, co-operation, enthusiasm and initiative in a happy and secure environment.
- Delivery of the Northern Ireland Curriculum as well as the fostering of links with industry and commerce.

And by ensuring:

- The development of the school as a learning organisation within the community.
- A continuing reputation for innovation and success.

3. Equality and Inclusion in School Policies

Through this policy, Cambridge House Grammar School seeks to empower young people to embrace diversity, challenge discrimination, and contribute positively to society.

We are committed to equipping staff and Governors with the training and tools required to meet their responsibilities and to ensuring that safeguarding procedures are robust, inclusive, and consistently applied.

Inclusion underpins all of our school policies. Key policies that reflect this commitment include:

- Anti-Bullying Policy
- Safeguarding Policy
- Teaching and Learning Policy
- Behaviour For Learning Policy
- Uniform Policy
- Admissions Policy

All incidents are addressed in line with the appropriate policy. There must be no ambiguity regarding the safety and wellbeing of our pupils.

In addition, a range of supplementary policies help reinforce our inclusive ethos. We believe that equality and inclusion are central to everyday school life, and that all pupils and families should feel valued, supported, and respected.

4. Responsibilities

The Board of Governors

The Board of Governors has overall responsibility for promoting equality, fostering good relations, and complying with all relevant equality, human rights, and anti-discrimination legislation. They are accountable for ensuring that equality and inclusion are effectively embedded across the school.

The Principal

The Principal is responsible for:

- Ensuring policies and procedures comply with equality legislation.
- Leading the implementation of inclusive practices across the school.
- Addressing cases of discrimination, harassment, or bullying.
- Overseeing training and awareness-raising for staff.
- Ensuring accurate records are kept of incidents relating to equality and inclusion.

The Senior Management Team

The Senior Management Team is responsible for:

- Implementing equality and inclusion policies and procedures.
- Ensuring staff understand their responsibilities and receive appropriate training and support.
- Addressing incidents and upholding the principles of equality and inclusion.

Pastoral Care and Safeguarding Team

Led by the Designated Teacher, this team works in partnership with the Principal to ensure effective implementation of the policy.

All Staff (Teaching and Non-Teaching)

All staff share responsibility for creating an inclusive and welcoming environment and for upholding this policy in their daily practice.

Pupils

Pupils are expected to:

- Treat others with respect in both language and actions.
- Follow school policies and codes of conduct in line with equality and inclusion principles.

5. Complaints Procedure

The school operates a clear and transparent Complaints Procedure. Any complaint relating to equality or inclusion will be addressed promptly, fairly, and in line with the procedure. Details of the process are available on the school's website.
