



Dunipace Primary Inclusion and Equity Policy

Dunipace Primary School is an inclusive school where the well-being and progress of every child and member of our school community are valued. In school, we uphold the following legislation to ensure that this happens:

- UN Convention on the Rights of the Child
- Equality Act (2010)
- Additional Support for Learning (Scotland) Act (2004) as amended in 2009.
- Children and Young People's Act (2014)

Through the curriculum and our actions, we teach and model Inclusion and Equity to the pupils and wider community to develop responsible citizens who celebrate differences and recognise the qualities in each other.

Children in the Dunipace Pupil Council describe Equity and Inclusion as:

"Treating everyone the way they want to be treated. Everyone should be treated equally. It doesn't matter if they are disabled or have different skin. Sometimes people need a little extra help to do their best. We should not leave people or exclude them. Make need to make sure that everyone is included."(November 2023)

Our approach to equality for our learners is based on the following 6 key principles;

1. **All learners have the right to the best education possible.**

We have a duty to provide this regardless of:

- Disability/Additional Support Needs
 - Ethnicity
 - Culture
 - National origin or status
 - Gender or gender identity
 - Sexual orientation
 - Religious faith
2. **We recognise, respect and value difference** and understand that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.
 3. **We foster positive attitudes, relationships and mutual respect between learners** regardless of disability, ethnicity, culture, national origin or status, gender or gender identity, sexual orientation or religious faith
 4. **We strive to foster a shared sense of community and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
 5. **We have the highest expectations of all our children.** We expect that **all** pupils can make good progress and achieve to their highest potential.

We work to raise standards for all pupils, including our most vulnerable learners and those from protected groups.

Background to the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment or sexual orientation.

The Act requires all public organisations, including schools to comply with the following:

- Eliminate unlawful discrimination, harassment and victimisation

Dunipace Primary Equity and Inclusion Policy December 2023 to be reviewed January 2026

- Advance equality of opportunity between different groups
- Foster good relations between different groups.

What are doing to eliminate discrimination, harassment and victimisation?

- We take account of equality issues in the way we provide education for our pupils and the way we provide access for pupils to resources and services.
- We ensure that parents and children are consulted and their ideas and opinions are used when planning for learners.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the school.
- We actively promote equality and diversity through the curriculum and by creating an environment which promotes respect for all.
- We do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment.

Behaviour, exclusions and attendance

We expect a high standard of behaviour from all our Learners at Dunipace Primary School as well as attendance rates of around 95%. Where necessary, we make reasonable, appropriate and flexible adjustment for pupils who fall into the protected groups when making decisions, especially around exclusions and alternatives to this will always be sought.

Addressing prejudice and prejudice based bullying

The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality:

- Prejudices around disability and special educational needs
- Prejudices around race, religion or belief
- Travellers, migrants, refugees and people seeking asylum
- Prejudices around gender and sexual orientation

Falkirk Council's Positive Relationship policy outlines the procedures that will be followed in the event of prejudiced-based bullying. Information can be found here: [Promoting Positive Relationships in Falkirk](#)

Should you require any further information on this or anything else outlined in this policy, please feel free to contact the school on dunipaceprimaryschool@falkirk.gov.uk or 01324 508820.

