

DIVERSITY & INCLUSION

POLICY

CRUMLIN
INTEGRATED
COLLEGE



EACH LEARNER. EACH JOURNEY. *Every* SUCCESS

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Diversity & Inclusion Policy

Crumlin Integrated College is committed to providing an inclusive, respectful, and supportive learning environment where every pupil, staff member, parent, and visitor is valued. As an integrated post-primary school in Northern Ireland, we actively celebrate diversity across religious belief, political opinion, cultural background, race, ethnicity, gender, sexual orientation, disability, socioeconomic status, and any other identity or characteristic.

Our school promotes equality of opportunity and fosters a culture in which difference is not only accepted but seen as a strength that enriches the educational experience of our entire community.

This policy aligns with relevant Northern Ireland legislation and guidance, including:

- The Equality Act 2010 (applicable provisions)
- The Northern Ireland Act 1998 (Section 75) on promoting equality and good relations
- The Special Educational Needs and Disability (NI) Order 2005
- The United Nations Convention on the Rights of the Child
- The Department of Education Northern Ireland (DENI) Guidance on Pastoral Care, Safeguarding, and Inclusion
- Integrated Education legislation under the Integrated Education Act (Northern Ireland) 2022

We aim to:

- Promote respect, understanding, and acceptance among pupils and staff from all backgrounds.
- Ensure equality of access to opportunities, learning, and resources.
- Challenge prejudice, discrimination, and stereotypes wherever they arise.
- Develop a curriculum that reflects diversity and promotes shared learning experiences.
- Provide targeted support for pupils with additional needs, ensuring they can fully participate in school life.
- Create a safe environment where all individuals feel seen, heard, and valued.
- Engage parents and the wider community to strengthen inclusive practices.

As an integrated school, we maintain the following principles:

- Equality of esteem for all traditions and identities.
- Balanced enrolment across religious and cultural backgrounds where possible.
- Shared learning experiences that encourage understanding and reconciliation.
- A pluralist ethos that respects multiple identities without privileging one over another.

Responsibilities

Board of Governors

Monitor implementation of this policy.

Ensure compliance with statutory duties.

Promote an inclusive ethos at a strategic level.

Principal and Senior Leadership Team

Lead on embedding inclusive practices across the school.

Ensure staff have adequate training on diversity and equality issues.

Address incidents of discrimination promptly and effectively.

All Staff

Model respectful, inclusive behaviour.

Challenge discriminatory attitudes or behaviours.

Create classrooms where all pupils feel safe and valued.

Differentiate teaching to meet a range of needs.

Pupils

Show respect and kindness to all members of the school community.

Report any instance of discrimination, bullying, or exclusion.

Curriculum and Learning*

The curriculum will:

- Represent diverse cultures, histories, and identities.
- Encourage critical thinking about bias, discrimination, and inequality.
- Promote cooperation, shared learning, and mutual respect.
- Include opportunities to explore the cultures and traditions of Northern Ireland's two main communities as well as minority backgrounds.

Inclusion of Pupils with Additional Needs*

We commit to:

- Early identification of Special Educational Needs (SEN).
- Reasonable adjustments to teaching, assessment, and environment.
- Close partnership with parents, carers, and external agencies.
- Ensuring all pupils have equal access to school activities and support.

Tackling Bullying, Prejudice, and Discrimination*

The school operates a zero-tolerance approach. Any incident related to racism, sectarianism, homophobia, ableism, misogyny, or any other form of discrimination will be:

- Investigated promptly.
- Documented and monitored.
- Addressed with appropriate restorative or disciplinary measures.
- Used as an opportunity for learning and reflection where appropriate.

Staff Training and Professional Development

We provide regular staff training on:

- Equality and diversity principles
- Anti-bullying and safeguarding
- Sectarianism and reconciliation
- SEN and inclusive classroom practices

*Policies on each of these specific aspects will contain more detail on how the area of Diversity and Inclusion is approached.

Engagement With Parents and Community

We work closely with parents and community partners to:

- Promote shared values of respect and inclusion.
- Provide opportunities for cross-community engagement.
- Strengthen cultural understanding within and beyond the school.

Monitoring, Review, and Evaluation

This policy will be reviewed every two years (or earlier if required by legislation).

Progress will be monitored through surveys, performance data, incident records, and consultation with pupils, staff, and parents.

Findings will inform continuous improvement in diversity and inclusion practices.

Policy Ratified: 23.02.26

Policy Review: September 2026