



## **BANCHORY PRIMARY SCHOOL EQUALITY POLICY**

“Education Scotland is committed to equality. Our vision is to be leaders in ensuring equality for all and modelling practices in eliminating discrimination, promoting equality and diversity, and addressing inequity in all aspects of our work.”

*(Equality Policy, Education Scotland, 2017)*

### **POLICY STATEMENT**

Our children and young people are growing up in a diverse society. Our School recognises and celebrates difference and diversity, aiming to meet the needs of every child. We also acknowledge that bullying and discrimination happens.

At Banchory Primary School we are committed to delivering equality of opportunity for all and we work actively towards eliminating bullying and discrimination.

All pupils and staff have the right to feel happy, safe and included in Banchory Primary School. Our School Values reflect this: Respect, Ambition, Individuality, Kindness, Bravery, Optimism and Wonder.

### **AIM**

Our aim is to create an ethos of positive attitudes, behaviours and relationships so that pupils, staff and parents feel safe, valued, included, supported and respected in our school.

### **BACKGROUND**

The Equalities Act 2010 provides a modern and accessible framework of discrimination law which protects individuals from unfair treatment, whilst promoting a fair and equal society.

The protected characteristics as defined in the Equality Act 2010 are as follows:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Marriage and civil partnerships
- Sex
- Sexual orientation

## OBJECTIVES

- To promote equal opportunities and good relationships, particularly within the school community
- To celebrate diversity, remove barriers to successful learning and encourage achievement for all
- To present a consistent and coherent approach to challenging bullying, racism and discrimination
- To support everyone in identifying and challenging unacceptable behaviours and attitudes
- To support everyone in fostering positive behaviours and attitudes

## CURRICULUM

Equalities education means teaching and learning about developing positive attitudes and relationships, about discrimination in different forms, how to challenge discrimination and about celebrating differences within society.

In addition to responding to incidents involving pupils as they arise, staff support children in resolving issues. Delivering Health and Wellbeing outcomes from *A Curriculum for Excellence* is a responsibility of all working in schools and the outcomes are designed to promote positive attitudes as well as physical, mental, emotional and social wellbeing.

Examples of curricular work specific to Equalities education taught at Banchory Primary School could be: assemblies, developing a Class Charter in every class (linked with the Rights of the Child), moral issues arising from studies of the treatment of specific groups during World War II, celebrating and encouraging positive responses to – for instance – hearing impairments, dyslexia or autism through awareness days, as well as supporting a range of charities, following the Go For Green Behaviour scheme.

## SUPPORT FOR LEARNERS

Banchory Primary School offers support to all pupils involved in incidents of bullying and discrimination and will deal with such incidents fairly. All parties involved will be offered appropriate support. Pupils with additional support needs are identified and appropriate support is provided. The school makes use of outside bodies to support pupils and provide advice or educational programmes where available.

## MONITORING

We always respond to incidents or allegations made by pupils, staff, parents or other members of the community and they are taken seriously. Appropriate action will be taken, following the establishment of facts from all relevant parties. Violent incidents, whether verbal or physical are recorded.

Such incidents will be handled sensitively and actions will be taken by the HT, DHT or other staff member. All cases or alleged cases of bullying or discrimination will be reported to the HT.

Actions may include: parties involved speaking directly to the HT, verbal or written apologies, loss of Green Time, temporary separation of pupils and communication with parents.

## RESPONSIBILITIES

At Banchory Primary School, learners have a responsibility to participate in Health and Wellbeing lessons, including Equalities education. They have a responsibility to follow the school's behaviour guidelines, values and rules, including being fair and respectful towards others.

Parents have a responsibility to support their child, show respect towards other families and support the school ethos, values and procedures.

All staff, including visiting and supply staff, office and janitorial staff, support and teaching staff, share responsibility for promoting the Equalities Policy throughout the school's shared areas including corridors, halls and school grounds. All staff need to be aware of the implications of council and school policy and are involved in the implementation process. Class teachers ensure that equalities education is integrated into the curriculum and opportunities are provided for all pupils to explore issues of attitudes and behaviours, including developing the skills and confidence to challenge bullying, racism and discrimination.

In addition to the above, DHTs assist and support staff in implementing the Equality Policy, liaising with staff, parents and pupils and make arrangements for staff CPD and pupil learning regarding Equalities.

The HT ensures the policy is implemented, supports staff and coordinator and supports staff development, in addition to finding and providing opportunities for Equalities and Diversity education for learners.