

# GRANGE ACADEMY

## Health & Wellbeing Department Equality Policy

### Grange Academy's Values and Beliefs

All pupils and staff have the right to feel happy, safe and included at school. At Grange Academy, we actively foster good relations between diverse groups and people and recognise that PE and Health & Wellbeing plays a pivotal role in facilitating this.

### Equality Act (2010)

The characteristics that are protected by the Equality Act 2010 are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In the Health & Wellbeing faculty we recognise that additional support may be required to support individuals from these protected groups.

### How do we do it?

- 1) PE kit (see PE kit policy) is not discriminatory in relation to protected characteristics. Students can approach their teachers to discuss and adjustments which may need to be made. This may be in relation to gender, religion, or any other of the protected characteristics outlined in the Equality Act (2010).
- 2) In the PE department, students have access to male and female changing spaces. A limited number of private changing spaces can be provided for students. This may include students with a disability, those who identify as transgender or non-binary or those who are neurodivergent. Student should speak to their PE teacher or Guidance teacher in the first instance to allow an arrangement to be made.
- 3) PE classes are largely set into male and female in S1-3. If a student would feel more comfortable in a class with the opposite sex, provided there is space available, the department will always look to accommodate these requests. Students should speak to their PE teacher or Guidance teacher in the first instance.
- 4) Our PE curriculum includes a wide variety of activities. This includes activities which may be considered more typically “male or female”. All students will be given the opportunity to take part in all activities in S1-3 before specialising in the senior phase.
- 5) We recognise that some students may find aspects of our PE and Hospitality curriculum challenging to participate in. Where possible, staff will always look to differentiate the task to accommodate the needs of the student. If this is not possible, an alternative may be offered to ensure the student is able to participate fully in the lesson.

The Health and Wellbeing faculty is fully committed to ensuring equality. Please do not hesitate to speak to your class teacher or Mr Allan if you have further suggestions.