



## Draft Equality & Diversity Policy

### Our Legal Duty

The Equality Act 2010 is a single legal framework which places a legal duty on everyone not to discriminate against protected characteristics and places a legal duty on all public bodies to positively promote equality and diversity in all we do. At Barrhead High School we will strive to meet both our legal and moral obligations to ensure equality of opportunity and fairness of outcome for all and to celebrate diversity in our community.

Barrhead High School is committed to equality for all, irrespective of age, disability, race, religion, belief, sex, sexual orientation, gender reassignment, marriage and civil partnership or pregnancy and maternity (referred to as protected characteristics). Scotland is a multi-cultural society and Barrhead High recognises the importance of preparing our young people to appreciate and celebrate diversity in all its forms, in order that our young people contribute effectively to the diverse and multi-cultural society that they are destined to play a part.

### Ensuring Equality & Diversity

All staff have received training pertaining to the new Equality Act 2010 and are aware of their legal obligations. Training will be delivered on an annual basis for all new staff members. Staff are encouraged to participate in wider CPD relating to equality and diversity through providers such as 'Show Racism the Red Card'. All new policies will continue to be impact assessed and any priorities identified through the impact assessments addressed through the school improvement plan.

Staff will continue to use a wide range of teaching techniques to ensure all pupils can fully access the curriculum. Support staff will be used as appropriate to ensure all pupils are reaching their full potential, including those with additional support needs. Staff are encouraged to promote equality and diversity through their teaching content; only using discriminatory images or language as a means of educating about inequality. Through curricular areas and underpinned by PSHE we aim to ensure all pupils have the knowledge, confidence and values needed to understand and challenge discrimination and value diversity.

In the case of pupils with protected characteristics the school may choose to take 'positive action provisions' to address any disadvantages that might be faced by them, thus reducing barriers to learning. All staff will treat each other and all individuals they are working with, including pupils, with respect and dignity.

### Review & Evaluation

This policy will be reviewed and evaluated on an annual basis by our Equality Group using the following sources of information to ensure its effectiveness:

- Collecting and analysing school statistics in relation to protected characteristics, e.g. in the areas of attainment, achievement, behaviour management issues, extra-curricular uptake etc.
- Consulting with staff, parents and pupils about equality and diversity issues in the school
- Ongoing staff CPD in relation to equality and diversity.

### Article 2:

**All children have rights to protect them. No child should be treated unfairly on any basis.**