



Equality & Diversity Policy

Embedding Equality & Diversity

All young people and staff have the right to feel happy, safe and included. Barrhead High School's values are: Responsibility, Excellence, Success, Perseverance, Equality, Confidence and Teamwork. In Barrhead High School we strive to create a positive ethos and climate of respect and trust based on these shared values across the school community. Staff and young people who feel happy and safe in school are more likely to be successful and confident learners & contribute effectively so they are able to reach their full potential.

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. To achieve these aims we will:

- Involve all stakeholders in the development of inclusive approaches
- Embed equality and diversity in Learning and Teaching
- Promote personal achievement and participation in the ethos and life of the school
- Work with a range of partners

Legal Framework

At Barrhead High School, we strive to ensure that we treat all staff and young people with respect and provide a positive and safe environment for learning and teaching. We are aware that there may be additional barriers to accessing support for people who identify as having a protected characteristic. These are outlined in the Equality Act (2010):

Age, Disability, Religion and Belief, Sex, Sexual orientation, Gender Reassignment, Race, Pregnancy and Maternity or Marriage and Civil Partnership status.

In addition to these, Barrhead High School also recognises that care experienced children, young carers, young people undergoing gender transition, transgender people (inc. non-binary), individuals with English as a second language and those in lower SIMD areas may also experience disadvantage, prejudice and discrimination and we will endeavour to address this.

The protocol followed by staff and young people when faced with an act of discrimination is to; pass on the incident to SLT - this will then be investigated fully, recorded on click & go and be appropriately dealt with on an individual basis. The pastoral care team will review all discrimination issues documented on a termly basis as part of their self-evaluation framework and in line with East Renfrewshire good practice.

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:

- Consulting with staff, parents and young people about equality and diversity issues in the school
- Annual review of policy efficacy in conjunction with staff and pupil equality groups.
- Working in partnership with outside agencies including national equality charities and organisations.
- Ongoing staff CPD in relation to equality and diversity including online training.
- Working towards nationally recognised accreditation from LGBT Youth Scotland and UNICEF.

Article 2:

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

