

# Uplawmoor Primary School



## Equality, Diversity and Anti-Discrimination Policy



## UN Convention Rights of the Child

### **Article 2**

*All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis*

### **Rationale**

*“No one should be denied opportunities because of their race or ethnicity, their disability, their gender or sexual orientation, their age or religion. This principle underpins all the work of the Scottish Government.”*

(Scottish Government, 2016)

In Uplawmoor Primary school we recognise the importance of equal opportunities and are committed to the ideal of an inclusive education. We believe that everyone, whatever their race, ethnicity, background, religion, gender, learning barrier have an equal opportunity to learn and achieve their full potential and therefore promote equality and fairness and celebrate diversity.

### **Our aims**

- To create a positive ethos within our school community\* based on the principles of equality, justice and mutual respect
- To develop an ethos and curriculum to allow all individuals to reach their full potential
- To celebrate achievement for all
- To foster trust among members of the school community to ensure incidents relating to inequality are reported, discussed and dealt with appropriately

*\*The School community includes: pupils, all teaching staff, auxiliary staff, kitchen staff, cleaning staff and visitors to the school.*

## **What is discriminatory behaviour?**

Discriminatory behaviour can be used to hurt, frighten, humiliate or cause unhappiness for others. Incidents are those believed to be discriminatory by the victim or any person witnessing it and can take different forms including:

- derogatory name calling, insults and 'jokes';
- verbal abuse and threats including those made through phone calls or social media;
- offensive letters, texts or e-mails;
- graffiti;
- comments made in the course of discussions;
- ridicule of an individual's cultural or physical differences e.g. food, music, dress, language, way of walking, speaking or communicating;
- offensive leaflets, posters, comics, magazines, badges, insignia, web pages;
- incitement of others to behave in a hateful way.

## **What we can do to achieve our aims?**

It is the responsibility of everyone to ensure that our pupils get the most helpful response when they tell someone they are experiencing discriminatory behaviour. The underpinning values held at our school are found in our Promoting Positive Behaviour Policy and are embedded in our school aims. This supports our pupils in developing self-esteem, self-respect, self-control, as well as caring and respecting others. These values are reinforced through other curricular areas such as Health and Wellbeing, Citizenship and Religious and Moral Education as well as featuring in school assemblies.

There are a range of strategies in place as part of our Strategy for Promoting Positive Behaviour and we investigate various ways in which attitudes, values and activities could prevent discriminatory behaviour.

### **Raising pupil awareness**

Pupil awareness is raised in a number of ways including:

- active games / activities
- role play
- stories, poems, examples from media
- poster campaigns
- literacy activities
- problem solving scenarios
- circle time activities
- pupil groups
- pupils creating classroom charters
- school assemblies
- citizenship activities

Through these activities, pupils are encouraged to share experiences, consider the feelings of others, share opinions, put themselves in the other person's shoes, and develop self-respect, assertiveness, co-operation, independence and interdependence.

## **Roles**

To achieve our aims, we ensure the whole school community appreciate the importance of equality and fairness and eliminate discriminatory practice:

### **Head Teacher**

- Appoint an Equalities Co-Ordinator
- Ensure all incidences are dealt with timeously and reach a harmonious resolution

### **Staff**

- Receive regular updates on latest developments regarding Equality, Diversity and Anti-Discrimination
- Monitor attainment and achievement through tracking meetings to ensure supports are put in place when and where required
- Monitor social and emotional needs of pupils and ensure supports are implemented timeously
- Update parents / carers through review meeting
- Respond to parental comments / concerns
- Celebrate achievements on achievement wall, at assemblies and on our website
- Plan learning opportunities allow pupils to develop their awareness of personal, local, national and global issues
- Ensure parents are fully informed about the school's work on Equality, Diversity and Anti-Discrimination.
- Undertake ERC Racial Harassment Monitoring

### **Pupils**

- Engage in activities to ensure they have an appreciation that Scotland is a multi-cultural society which accepts and celebrates diversity
- Participate in Rights Respecting School activities to examine and understand human rights, discrimination and inequality and consider how they challenge inappropriate behaviour
- Act compassionately towards others and actively include and support those who are vulnerable

### **Parents**

- Encourage their child[ren] to talk about what is going on in school and discuss any incidents calmly to ascertain what has happened
- Inform the Head Teacher if they feel their child[ren] is experiencing discriminatory behaviour
- Work in partnership with the school to promote positive behaviour

## **How do we deal with discriminatory behaviour?**

All staff have the responsibility for dealing with discriminatory incidents. All incidents will be challenged and dealt with initially by the member of staff who witnessed or had the incident reported to them before referring to the Head Teacher.

All incidences are investigated, discussed and hopefully resolved harmoniously and all persons involved supported. We try wherever possible to work in partnership with parents / carers to resolve incidents.

We **investigate** incidents to find out what has happened, we listen to the person experiencing the discriminatory behaviour and those displaying the behaviours, and any witnesses. We **support** victim and work with all concerned to **resolve** the incident. All parties involved will be updated regularly on the situation.

We record the incident and if the investigation shows a need for disciplinary action to be taken, then parents of both parties will be informed.

## **Monitoring and Review**

We monitor and review our policy according to procedures in the school Quality Assurance, Monitoring and Review policy. The school also monitor incidents to see patterns of discriminatory behaviour and any effect it may have on pupil attainment and progress. The policy has been drawn up in consultation with pupils, teaching staff, support staff and parents.

Regardless of the severity, all incidents are monitored.

This policy is discussed on an annual basis with all members of staff present.