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# Equality Policy



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## *Rationale*

Glasgow City Council Education Services is committed to equality and fairness, and our legal duties, obligations and associated responsibilities within the Equality Act 2010 across all our schools and early years establishments.

We want to ensure that equality is embedded in all our establishments and that our values and cultures promote equalities. We want all our children and young people, staff, families and partners to feel highly valued and be treated fairly. We strive towards creating learning environments that reflect the diversity of the school community, both within the curriculum and in our workforce. We want everyone to have positive experiences and opportunities and recognise their contribution as global citizens to a world free from discrimination and one that promotes justice for all.

Our Equality policy seeks to ensure that are everyone regularly thinks about how they are taking forward equality in their roles and settings as a catalyst for positive change, equality and fairness. It will encourage all to reflect on their commitment, activities and culture and how to adapt to a continually changing and rapidly evolving society.


In taking forward our Equality policy we are continuing to support the aim of creating a nurturing school within a nurturing city where children and young people feel respected and included.

We want schools to continue to celebrate the diversity of communities across our city, to challenge ourselves and each other, and consider our actions and impact across all the protected characteristics. Fundamentally, we support Glasgow's vision of a world class city with a thriving and inclusive economy where everyone can flourish.



## Introduction

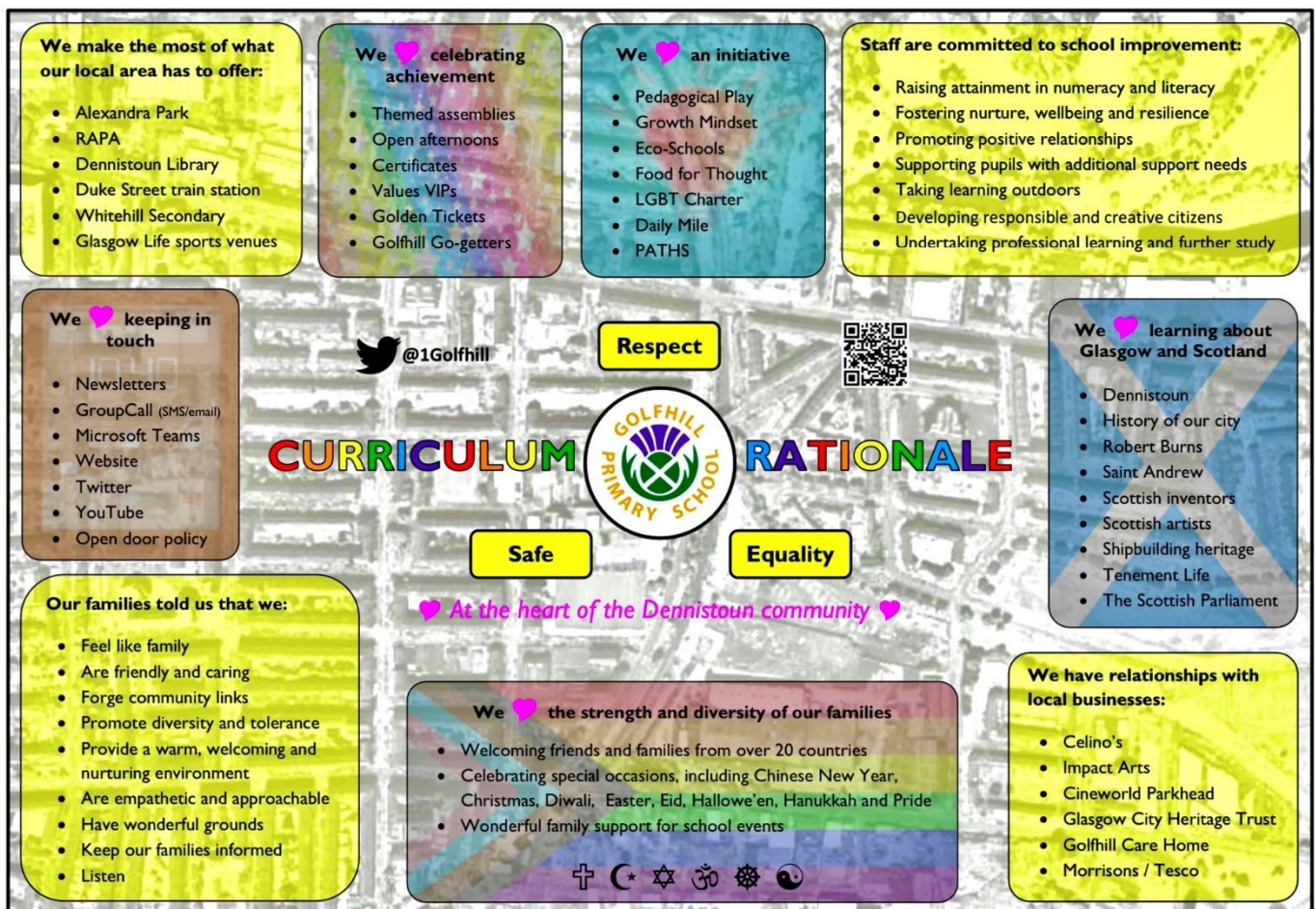
This policy sets out Golfhill Primary's approach to promoting equality, as defined within the Equality Act (2010). It covers age\*, sex, race, disability, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

This policy should be read in conjunction with other school policies and guidelines, particularly the school's *Relationships* and *Anti-bullying* policies, which should take account of the guidance in the  [Revised Anti Bullying Strategy 2019 \[2Mb\]](#). These set out how the school aims to remove barriers to learning for children and young people as individuals or groups.

These policies, and other useful documents, can be found on our website:  
<https://blogs.glowscotland.org.uk/gc/golfhill/school-documents/>

Golfhill Primary will adhere to the technical guidance on how to apply the Equality Act 2010 in Scottish schools as outlined in the following link:  
<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-scotland>

## Our School Context



**We make the most of what our local area has to offer:**

- Alexandra Park
- RAPA
- Dennistoun Library
- Duke Street train station
- Whitehill Secondary
- Glasgow Life sports venues

**We ♥ celebrating achievement**

- Themed assemblies
- Open afternoons
- Certificates
- Values VIPs
- Golden Tickets
- Golfhill Go-getters

**We ♥ an initiative**

- Pedagogical Play
- Growth Mindset
- Eco-Schools
- Food for Thought
- LGBT Charter
- Daily Mile
- PATHS

**Staff are committed to school improvement:**

- Raising attainment in numeracy and literacy
- Fostering nurture, wellbeing and resilience
- Promoting positive relationships
- Supporting pupils with additional support needs
- Taking learning outdoors
- Developing responsible and creative citizens
- Undertaking professional learning and further study

**We ♥ keeping in touch**

- Newsletters
- GroupCall (SMS/email)
- Microsoft Teams
- Website
- Twitter
- YouTube
- Open door policy

**We ♥ learning about Glasgow and Scotland**

- Dennistoun
- History of our city
- Robert Burns
- Saint Andrew
- Scottish inventors
- Scottish artists
- Shipbuilding heritage
- Tenement Life
- The Scottish Parliament

**Our families told us that we:**

- Feel like family
- Are friendly and caring
- Forge community links
- Promote diversity and tolerance
- Provide a warm, welcoming and nurturing environment
- Are empathetic and approachable
- Have wonderful grounds
- Keep our families informed
- Listen

**We ♥ the strength and diversity of our families**

- Welcoming friends and families from over 20 countries
- Celebrating special occasions, including Chinese New Year, Christmas, Diwali, Easter, Eid, Hallowe'en, Hanukkah and Pride
- Wonderful family support for school events

**We have relationships with local businesses:**

- Celino's
- Impact Arts
- Cineworld Parkhead
- Glasgow City Heritage Trust
- Golfhill Care Home
- Morrisons / Tesco

**At the heart of the Dennistoun community ♥**

**Safe** **Equality**

**Respect**

**CURRICULUM RATIONALE**

**GOLF HILL PRIMARY SCHOOL**

[@1Golfhill](#)

✝ ☾ ☆ ॐ ☸ ☯

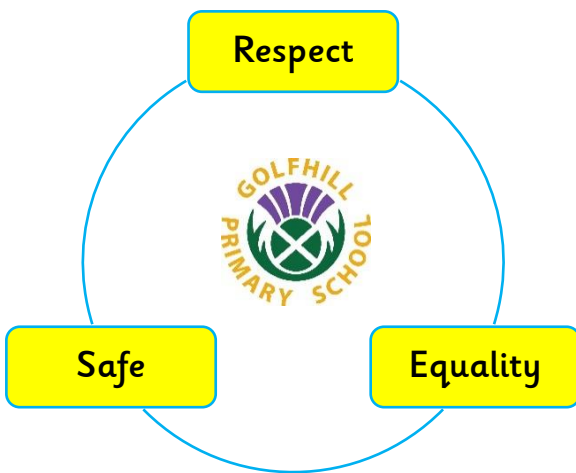
## Aims and Values

The school is committed to provide equality and excellence for all in order to promote the highest possible standards.

The core values on which the policy is based include:

- a culture of respect for others
- promoting equality and social justice
- a community where pupils are well prepared for life in a diverse society

These align with the school's vision and values which are:



We respect ourselves and each other. We respect our school, our community, our city and the environment.

We keep ourselves and others safe from danger and harm, by considering our actions. We know school is a safe space to be ourselves, and to learn from our mistakes.

Everyone is protected from discrimination, harassment and victimisation, and should be treated fairly and with kindness.

Golfhill Primary School cherishes its place at the heart of the Dennistoun community.

We celebrate our diversity and tolerance, and provide a welcoming and nurturing environment where everyone is accepted and supported.

Our aim is to develop resilient, responsible and creative citizens, who enjoy learning and embrace all the opportunities we provide.

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### *Our school's overall approach to promoting Equality*

Our school's Equality policy provides a framework to pursue its equality duties as outlined in the 2010 Equality Act. We will strive to take all reasonable steps to;

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations and positive attitudes between all characteristics and different groups

Through the Equality policy, the school will seek to ensure that no children and young people, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment.

This includes the protected characteristics identified within the Equality Act (2010) i.e. age\*, sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment. This does not mean that all learners should be treated in exactly the same way: it means that we may need to deliver learning in a range of ways to meet the differing needs of people so that all receive the same standard of education as others as far as this is possible.

*\*(NB 'age' is also a protected characteristic but not in relation to pupils of any age in a school)*

The school seeks to:

- promote understanding and engagement between communities
- provide opportunities to engage their communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination and inequality
- increase life opportunities for all
- ensure that learning, teaching and the curriculum explore and address issues of equality and social justice

We should be committed to promoting and teaching about children and young people's rights especially with Scotland incorporating the UNCRC into law.

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In June 2021, we achieved LGBT Charter School (Bronze) status. This recognised the work we do around inclusivity and equality, and celebrated our school's welcoming ethos and diverse community.



LGBT Youth Scotland  
@LGBTYS

📣 We're proud to present @1Golffhill with the BRONZE #LGBTCharter award.

✅ They worked hard over the last year to build on their welcoming environment: where diversity and tolerance are celebrated throughout the school!



*In addition, we:*

- Learn about significant cultural and religious events (assemblies / in class)
- Celebrate Purple Friday
- Celebrate the 16+ languages spoken at Golffhill
- Organise interpreters for parent meetings
- Ensure our resources represent our community
- This includes having a range of books which reflect different family dynamics and ethnicities
- Take a gender-neutral approach to books, toys, games and activities
- Use inclusive language
- Undertake anti-sectarianism work with local denominational school
- Send home letters translated into key community languages
- Deliver equality and diversity lessons in stage-appropriate ways, including Relationships, Sexual Health and Parenthood Education
- Provide additional support to learners who require it
- Make reasonable adjustments to ensure all learners can participate in all activities
- Undertake a range of staff CLPL
- Promote equality on social media



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## *Roles and Responsibilities*

### **The Headteacher is responsible for ensuring:**

- the policy is readily available and that, staff, children and young people and their parents/carers know about it
- its procedures are followed
- regular up to date information and data is uploaded to the establishment Education Perspective Report, annually
- all staff know their responsibilities, including the Headteacher as leader of learning, and receive training and support in carrying these out
- the school takes appropriate action in cases of harassment and discrimination towards learners and staff and follows appropriate procedures. For learners these are outlined in Chapter 7 of Glasgow's revised Anti-Bullying Strategy. [📄 Revised Anti Bullying Strategy 2019 \[2Mb\]](#). For staff the procedures are outlined in the employees Bullying and Harassment policy.
- the school has appropriate channels and processes in place to encourage all voices to be listened to so that we can support children and young people's confidence in reporting bullying incidents.

### **All school staff are responsible for:**

- promoting equality and a collaborative ethos in the classroom/playroom
- developing school/class rules which challenge discriminatory behaviour
- modelling good practice and being positive role models
- proactively supporting learners if they face discrimination or inequalities linked to a protected characteristic
- reporting discriminatory incidents following recording and reporting procedures as outlined in Chapter 7 of [📄 Revised Anti Bullying Strategy 2019 \[2Mb\]](#)
- recognise and tackle bias and stereotyping
- promote equality and social justice
- undertake CLPL opportunities to keep up to date with the law and practice on equality

### **Children and young people are responsible for:**

- supporting the school's equality ethos
- treating everyone in the school community with respect
- supporting students who being treated unfairly, bullied and disrespected
- sharing concerns or issues with a member of staff.

### **Parents/Carers are responsible for:**

- supporting the school's equality ethos
- sharing concerns or issues with senior staff
- encouraging their children to uphold equality values and principles outside of the school environment

### **Partners and visitors are responsible for:**

- supporting the school's equality ethos
- sharing concerns or issues with senior staff

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### Responsibility for overseeing equality practices in the school lies with the Head Teacher

Responsibilities include:

- co-ordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents) through SEEMIS
- monitoring the progress and attainment of children and young people with protected characteristics
- monitoring exclusions

## Monitoring, Reviewing and Assessing Impact

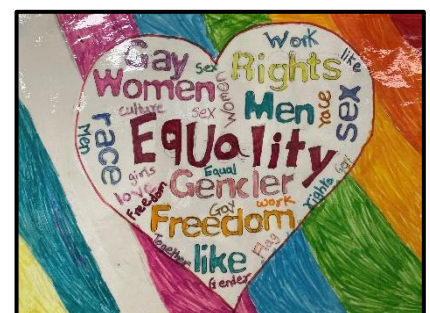
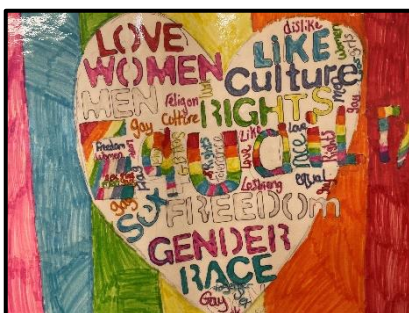
The school's Equality Policy can be supported by actions in the School Improvement Plan.

The policy will be regularly monitored, reviewed and updated by all stakeholders to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. This can be supported through the use of the *Equalities Self-Evaluation Tool*.

Any pattern of inequality found as a result of self-evaluation will be used to inform future planning and decision-making.

Progress in improving equalities in the school will be reported on in the school's Standards and Quality Report.

This policy links to other policies and in general the principles of equality will apply to all other school policies.





# Equality Policy

## Appendix 1

This information is collated and updated annually so that we can have a clear picture of the context of the school population. This will be used to contextualise our policy and ensure that it reflects the diversity of our school community.

To collect the information you should refer to either data from Focus or SEEMIS

### School Context

Details	30 <sup>th</sup> March 2022	
	Number	%
<b>Staff</b> ( <i>teaching and support staff</i> )		
<b>Sex</b>		
Male	3	12%
Female	22	88%
<b>Ethnicity/Race</b>		
White Scottish / British	25	100%
White Other		
Black and Minority Ethnic		
Not known/disclosed	-	-
<b>Disability</b>		
Disclosed	-	-
<b>Children and Young People</b>		
<b>Sex</b>		
Male	82	49%
Female	86	51%
<b>Ethnicity/Race</b>		
White British/Scottish	101	60%
White other	14	8%
Black and Minority Ethnic	53	32%
Not known/disclosed	-	-
<b>Other information</b>		
Additional Support Needs	73	44%
EAL	48	29%
Disability	-	-
Care Experienced	8	5%
SIMD 1&2	98	58%

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### Appendix 1

*Resources, Organisations and Policies*

<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-scotland>

 [Revised Anti Bullying Strategy 2019 \[2Mb\]](#).

<a href="http://www.crer.scot">www.crer.scot</a>	Coalition for Racial Equality and Rights
<a href="http://www.stephenlawrenceday.org">www.stephenlawrenceday.org</a>	Stephen Lawrence Foundation website
<a href="http://www.respectme.org.uk">www.respectme.org.uk</a>	Anti-bullying service
<a href="http://www.tie.scot">www.tie.scot</a>	LGBT inclusive education charity
<a href="http://www.lgbtyouth.org.uk">www.lgbtyouth.org.uk</a>	Supports LGBT young people
<a href="http://www.gda.scot">www.gda.scot</a>	Glasgow based charity run by and for disabled people
<a href="http://www.enableglasgow.org.uk">www.enableglasgow.org.uk</a>	Works with people in Glasgow with disabilities and their carers
<a href="http://www.glasgowwomensaid.org.uk">www.glasgowwomensaid.org.uk</a>	Supporting women, children and young people experiencing domestic abuse

*We will continue to add to this list over time.*

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