Bower Primary School



Equalities Policy

December 2019

The primary aim of Bower Primary School is to enable our learners to take part as fully as possible in every aspect of school life, by developing each child’s self-confidence, recognising their strengths and encouraging them to achieve their full potential in an inclusive environment.

All Bower Primary School staff will promote –

**Equality of opportunity for all**, by

* Following the Highland Practice Model of GIRFEC, as outlined in the Children and Young People Act 2014, to ensure that all children’s needs are met.
* Enabling all of our learners to take part as fully as possible in their learning and the life of our school.
* Making adjustments as needed, to ensure that our school environment is accessible to all.
* Ensuring our school is welcoming, where children’s learning is celebrated and shared though attractive displays.
* Helping our learner’s to develop an understanding of theirs and others’ rights and responsibilities.
* Making our learners aware of diversity, prejudice and stereotyping which exist in our world.
* Encouraging our learners to understand and have respect for peoples’ differences in, for example, their abilities, additional needs, cultures, religions, race, beliefs, age, family circumstances and gender.
* Quickly investigate any reports/allegations of inequality.

In Bower School staff will promote –

**Positive relationships-** by

* Following our promoting positive behaviour policy
* Ensuring our learners understand that they are of ‘equal value’.
* Actively encouraging positive attitudes.
* Treating others with dignity and respect.
* Discussing appropriate behaviours and choices.
* Promoting a ‘zero Tolerance’ approach towards bullying.

The Scottish Government states that –

*“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.”*

*http://www.gov.scot/Topics/people/equality*