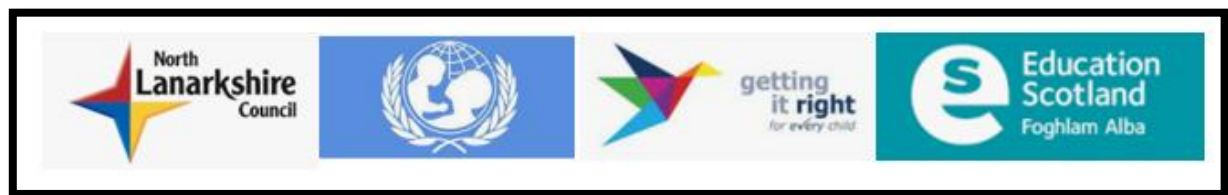




Equalities Policy



Calderhead High School

September 2025

Calderhead High School is committed to providing a safe, inclusive, and nurturing environment where every young person can thrive. Our Equalities Policy is underpinned by our school values:

- **Community** – we work together to create a welcoming and supportive environment.
- **Ambition** – we encourage every learner to achieve their full potential.
- **Respect** – we promote positive relationships built on understanding and acceptance.
- **Equity** – we ensure that every learner has access to the support and opportunities they need to succeed.
- **Success** – we celebrate the achievements of all learners, recognising and valuing diversity as a strength.

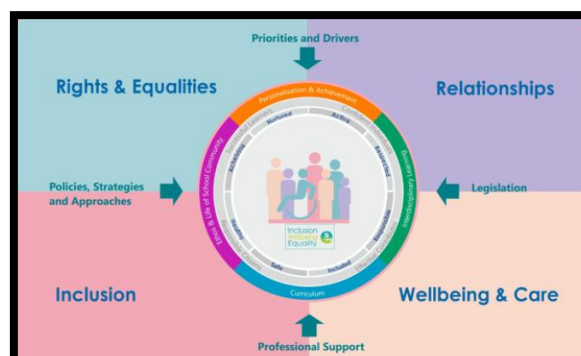
The aims of our *Equalities Policy* are:

- To promote equality of opportunity for all learners, staff, and members of our school community.
- To promote positive relationships, understanding, and respect between people of different backgrounds, identities, and beliefs.
- To promote equity of access to learning, achievement, and participation in school life.
- To embed equalities within teaching, learning, leadership, and decision-making.

This policy applies to all members of our wider school community, including learners, staff, parents/carers, volunteers, and visitors to the school. It covers all aspects of school life, including curriculum, pastoral care, extracurricular activities, recruitment, professional learning, and partnerships with the wider community.

Our *Equalities Policy* has been created in line with key legislative and policy documentation and guidance. This includes:

- **Equality Act 2010** – Public Sector Equality Duty (eliminate discrimination, advance equality, foster good relations).
- **Scottish Government’s National Improvement Framework** – focus on equity, attainment, and wellbeing.
- **Curriculum for Excellence** – ensuring inclusive learning experiences.
- **Education (Scotland) Act 2016** – responsibilities for reducing inequalities of outcome.
- **UNCRC Incorporation (Scotland) Bill** – recognising children’s rights in education.



Learning, Teaching and Assessment

- Our learning and teaching reflects diversity and promotes our school values.
- Our curriculum is regularly reviewed to ensure that our provisions avoid bias and stereotyping.
- Our curriculum provides opportunities for learners to explore issues of equality, diversity, and social justice.

Support for Learners

- Systems are in place to identify and address barriers to learning to allow for equitable access to the curriculum.
- Additional Support Needs are met in line with legislation and GIRFEC principles.
- Pupil Equity Funding initiatives and interventions are in place to support our work in closing the poverty related attainment gap.

School Ethos and Culture

- Our school values and our commitment to Promoting Positive Relationships aim to ensure that all pupils feel welcomed and supported.
- As a school community, we reject all bullying behaviours and work to address these in a consistent and fair manner.
- Equality and diversity are celebrated in assemblies, school newsletters and updates as well as through whole-school events.

- Pupil Voice is at the heart of our practice and all pupils are encouraged to participate

Engagement with Families and our Wider School Community

- We aim for communications to be accessible and inclusive.
- We work with community partners to strengthen inclusion and support positive outcomes
- Parents and carers are encouraged to participate in the life of the school and their views are sought and listened to.

Staff and Professional Learning

- Our recruitment practices are performed in line with equality and discrimination legislation.
- All staff undertake training in equalities, inclusion and anti-discrimination.
- Leadership at all levels promotes equity and fairness in decision making.



Responsibilities

Senior Leadership Team

- Overall responsibility for policy implementation and compliance with equalities law.
- Responsibility for promoting equality and inclusion within year groups
- Gathering pupil voice and ensuring that the views of pupils are at the heart of school improvement and decision making.
- Working with parents and carers, recognising their role as key partners and stakeholders.
- Ensure that all allegations and/or incidents are investigated thoroughly and recorded appropriately.

All Staff

- Responsible for promoting equality and embedding inclusive practices within the classroom and across the school estate.
- Ensuring that staff are positive role models for learners and that best practices around equalities and inclusion are always modelled.
- Explore opportunities to explore equalities and inclusion within the curriculum.
- Report any concerns or incidences to the relevant Pupil Support staff and Senior Leader

Pupils

- Are expected to treat others with respect and contribute to an inclusive school community.
- Report any incidents of bullying, inequality, racism or prejudice to a member of staff, or another trusted adult who can speak to the school on their behalf.
- Seek to accept others and respect their points of view.

Parents/Carers

- Are encouraged to support the values of the school and work in partnership with school staff to support the wellbeing and attainment of our young people.
- Encourage young people to be inclusive and raise awareness around equality and discrimination.
- Report any incidents of bullying, inequality, racism or prejudice to a member of staff.

By embedding equality and equity in all that we do, Calderhead High School ensures that every young person has the opportunity to learn, achieve, and succeed. Through the promotion of our school values of **Community, Ambition, Respect, Equity, and Success**, we are committed to creating a school where diversity is celebrated, and where every learner thrives.

