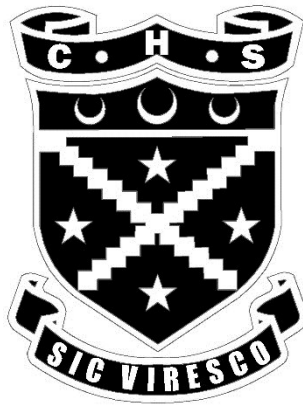


Chryston High School

Equalities Policy



Contents:

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Chryston High School aims to promote positive relationships amongst students and staff through a caring and inclusive ethos which celebrates diversity.

This is in the spirit of the 2010 Equality Act and is in line with duties detailed by the GTCS Standards and Expectations

Our responsibilities as staff:

- To take into account that a number of staff and pupils in CHS may identify as lesbian, gay, bisexual or transgender
- To be willing to address issues of gender identity, sexuality and sexual orientation positively and sensitively
- To provide a safe, secure learning environment for ALL pupils
- To provide a curriculum and ethos which will prepare children and young people for the diverse society in which they live
- To work cooperatively with other teachers, schools, external agencies and parents to ensure accurate information is given to young people about sexuality, sexual orientation and gender identity
- To challenge all forms of homophobia and homophobic discrimination, including that which is unintentional – for example the use of ‘gay’ as a derogatory term
- To ensure that CHS values its LGBT staff and pupils
- To ensure that staff report all forms of homophobic bullying or language by colleagues to their line manager.

If you believe you or a colleague have been discriminated against, bullied or offended on the grounds of sexual orientation, you should discuss the matter in the first instance with the Head Teacher.

Students have the right to be provided with:

- Accurate information about sexuality, sexual orientation and gender identity
- Accurate information about what constitutes appropriate and inappropriate language
- Support when encountering homophobic bullying
- Opportunities to meet and develop good relations with others of the same or different sexualities

Students have the responsibility to respect the sexuality of all pupils and staff, and should use appropriate language at all times.

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Our responsibilities as staff:

- To foster positive attitudes amongst students and staff towards people of all genders.
- To encourage full participation for all pupils in school, regardless of gender.
- To take into account that CHS may have a number of pupils and staff who identify themselves as being outside the traditional gender definition.
- To take into account that CHS may have a number of pupils and staff whose personal identity does not correspond with the gender assigned to them at birth.
- To challenge all forms of gender discrimination from staff and pupils, quickly and effectively.
- To promote equality of opportunity for both males and females within the school.
- To challenge and report any misogyny or sexism.
- To understand, challenge and overcome gender stereotyping.
- To provide a curriculum and ethos which will prepare children and young people for the diverse society in which they live.
- To work cooperatively with other teachers, schools, external agencies and parents to ensure accurate information is given to young people about gender identity.
- To ensure that CHS values all staff, regardless of gender identity.

Students have the right to be provided with:

- Accurate information about the diverse society we live in.
- Accurate information about what constitutes appropriate and inappropriate language regarding gender.
- Support when encountering bullying that is sexist or based on gender.
- **Students have the responsibility to respect all pupils and staff, and should use appropriate language at all times.**

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Our responsibilities as staff:

- To take into account that CHS has a significant number of pupils from ethnically diverse backgrounds.
- To foster positive attitudes amongst students and staff towards people of all races.
- To encourage full participation for all pupils in school, regardless of race or culture.
- To challenge all forms of racism from staff and pupils, quickly and effectively.
- To take active measures to investigate, report and act on incidents of racial abuse.
- Treating all those within the whole school community (e.g. pupils, staff, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- To provide a curriculum and ethos which will prepare children and young people for the diverse society in which they live.
- To work cooperatively with other teachers, schools, external agencies and parents to ensure accurate information is given to young people about cultures and beliefs.
- To ensure that CHS values all staff, regardless of ethnic background.

Students have the right to be provided with:

- Accurate information about the ethnically diverse society we live in.
- Accurate information about what constitutes appropriate and inappropriate language regarding race and ethnicity.
- Support when encountering bullying or racism.
- **Students have the responsibility to respect all pupils and staff, and should use appropriate language at all times.**

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Our responsibilities as staff:

- To take into account that a number of staff and pupils in CHS may have a disability that may or may not be visible. E.g. Mental Health.
- To foster positive attitudes amongst students and staff towards people with disabilities through education.
- To ensure that we keep up to date with any essential medical information regarding pupils in CHS who are disabled.
- To encourage full participation for disabled pupils and adults in school.
- To take steps to meet the needs of disabled people, even if this requires a measure of positive action.
- To challenge all forms of disability discrimination
- To provide a curriculum and ethos which will prepare children and young people for the diverse society in which they live.
- To work cooperatively with other teachers, schools, external agencies and parents to ensure accurate information is given to young people about disabilities and mental health issues.
- To ensure that CHS values all staff who suffer from a disability.

Students have the right to be provided with:

- Accurate information about disabilities and mental health issues.
- Accurate information about what constitutes appropriate and inappropriate language regarding disabled people.
- Support when encountering bullying or disability discrimination.
- Opportunities to meet and develop good relations with pupils of all abilities.
- **Students have the responsibility to respect all pupils and staff, and should use appropriate language at all times.**

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This is in the spirit of the 2010 Equality Act and is in line with duties detailed by the GTCS Standards and Expectations

Our responsibilities as staff:

- To take into account that a number pupils in CHS will come from families/homes which are experiencing serious financial hardship.
- To take into account that financial hardship will have serious detrimental effects on how prepared our young people are in coming to school. (E.g. breakfast, uniform, stationery etc)
- Providing opportunities to complete extra out-of-class activities in school
- Making internet/library access available to all pupils within the school.
- Offering a range of homework activities, allowing pupils/students to opt in to those that they can fully access
- Avoidance of planning class lessons for which pupil participation is wholly dependent on the completion of homework/out of school learning activities.
- Availability of whole school advice on how to make a referral when hunger is identified by a member of staff as a concern.
- Ensuring that children who may be at risk of hunger are included within breakfast clubs
- Making information about such provision available to all students, e.g via school noticeboards, websites or PSHE lessons. This may reduce stigma and increase uptake.

Students have the right to be:

- Provided with accurate information about poverty.
- Provided with accurate information about what constitutes appropriate and inappropriate language regarding poverty.
- Supported when encountering bullying or negative attitudes towards those living in poverty.
- Given the opportunity to be included in all aspects of the school life.
- To be given homework tasks which are accessible/able to complete at home. E.g. not all pupils will have access to a computer or smart-phone.

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Our responsibilities as staff:

- To take into account that a number of pupils in CHS will come from families/homes with various religious beliefs or no beliefs.
- To foster positive attitudes amongst students and staff towards people of all religions and none.
- To encourage full participation for all pupils in school, regardless of religious beliefs.
- To challenge all forms of religious intolerance, bigotry or sectarianism from staff and pupils, quickly and effectively.
- To take active measures to investigate, report and act on incidents of intolerance.
- Treating all those within the whole school community (e.g. pupils, staff, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- To provide a curriculum and ethos which will prepare children and young people for the diverse society in which they live.
- To work cooperatively with other teachers, schools, external agencies and parents to ensure accurate information is given to young people about cultures, religions, beliefs and practices.
- To ensure that CHS values all staff, regardless of religious background.

Students have the right to be provided with:

- Accurate information about the religiously diverse society we live in.
- Accurate information about what constitutes appropriate and inappropriate language regarding religion and belief.
- Support when encountering bullying, bigotry, sectarianism or religious intolerance.
- **Students have the responsibility to respect all pupils and staff, and should use appropriate language at all times.**

This policy is to be further reviewed during session 2017-18.