

Poileasaidh Iomadachd,  
Co-ionannas agus  
In-ghabhaltas  
Bun-sgoil Chondobhrait



Condorrat Primary School  
Diversity, Equality and



Inclusion Policy

Updated October 2024

*Bruadair, Creid, Coilean*  
*Dream, Believe, Achieve*

"2030 is a Scotland where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally."

Scottish Government 'Race Equality Framework for Scotland 2016-30'

### Rationale

It is crucial that our pupils and young people grow up to develop the ability to recognise and respect the culture, race, sex, colour, religion, language, ethnic background, or identity of others in our society.

This policy outlines how we promote a positive inclusive ethos in our school which challenges racism, eliminates discrimination, advances equality, and demonstrates our shared school values of teamwork (ag obair còmhla), safe (sàbhailte), respect(urram), growth mindset (mòr eanchainn), nurture (àrach) and a happy community (coimhearsnachd toilichte).

Our aspirations are in line with legislation and our duties as per the [Equality Act 2010](#), the principles of [GIRFEC \(Getting it Right for Every Child\)](#), the [UNCRC Convention on the Rights of the Child](#) and North Lanarkshire Council's Equality and Diversity policy. (Appendix 2)

### Amasan/Aims

- To develop a shared understanding of diversity and equality through our school curriculum and positive school ethos.
- To develop and promote positive attitudes and behaviours towards diversity and equality in our society.

In Condorrat primary school we are committed to developing positive attitudes and behaviours towards diversity and equality in our school. We work with our staff, pupils, and their families to explore diversity, equality, and inclusivity to develop a happy community. This is not the responsibility of one individual but all of us.

### Sgoilearan/Pupils

- Our pupils will learn about their rights in an equitable environment.
- Our pupils will know how to access advice and support about their rights if needed.
- Our pupils will build positive trusting relationships with others.
- Our pupils will be listened to and given the opportunity to make improvements/changes to our school to make it a more inclusive environment.

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- Our pupils will be able to voice concerns if someone has been treated unfairly in our school community.

#### Luchd-obrach/Staff

- Our staff will build positive, trusting relationships with our pupils.
- Our staff will give our pupils time to talk about and discuss concerns about equality and inclusion when they arise.
- Our staff will look for opportunities to incorporate equality related themes into classroom learning.
- Our staff will listen to and respect our pupils who raise concerns about equality to ensure everyone is treated fairly and equitably.
- Our staff will keep themselves up to date with current legislative frameworks to ensure we promote and ensure equality and inclusive practises in our school.

#### Pàrantan/Parents

- Our parents/guardians will work with the school to ensure their child/ren conduct themselves in a manner which adds to the positive happy school community.
- When there is an equality or discrimination issue our parents/carers will support their child to understand how what they have said or done could be offensive to someone else and work with the school to resolve the issue.

#### Luchd-stiùiridh na Sgoile/Senior Leadership Team

- The senior leadership team have responsibility for promoting equality & inclusion and to challenge discrimination in our school community and workplace.
- The senior leadership team will take appropriate action to ensure concerns about equality and inclusion are addressed appropriately whilst ensuring staff, pupils and their parents/carers are supported effectively.

In line with North Lanarkshire's equality and diversity policy all discriminatory incidents of any kind are recorded on SEEMIS.

## How do we promote equality and inclusion at Condorrat primary school?

1. Our Rights Respecting staff champion leads a pupil group from across all classes in the school to promote the UNCRC and ensure that our pupils rights are embedded in all aspects of our school and school life. They work progressively towards accreditation for their work through the UNICEF UK. They will consult staff, pupils and their families about our school.
2. We ensure our curriculum and teaching resources offer opportunities for our pupils to learn about diversity and other cultures. We are conscious of ethnic minorities and themes which explore race and religion.
3. Our health & wellbeing curriculum develops our pupil's knowledge and understanding across all aspects of physical and mental wellbeing. We have incorporated the Emotionworks resource within this health programme to further develop our pupil's emotional literacy and help them to manage and express their emotions better. This is helping our pupils to express their thoughts and opinions more constructively and reduces the number of discriminatory incidents in our school community.
4. Our school educational psychologist continues to provide support, advice, and training to help our staff, pupils and their families to recognise those with additional support needs and to help ensure equity for all of our pupils.

## Appendix 1 - Current equality related legislation

### Equality Act (2010)

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

This Act brings together pre-existing legislation and covers the discrimination law for Britain which safeguards rights.

### UN Convention on the Rights of the Child (1989)

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Lays out the rights that every child is entitled to and the Government's responsibility in protecting these rights.

### UNCRC (Incorporation) (Scotland) Bill (2020)

<https://beta.parliament.scot/bills-and-laws/bills/united-nations-convention-on-the-rights-of-the-child-incorporation-scotland-bill>

The main purpose of the Bill is to "incorporate" the UNCRC, which means it will make it part of Scottish law. This Bill was passed unanimously on 16th March 2021 and will now be incorporated into Scots law.

### Children and young people Scotland Act (2014)

<https://www.gov.scot/publications/children-young-people-scotland-act-2014-nationalguidance-part-12/pages/3/>

This is the major framework for child welfare and protection in Scotland and provides the basis for the National Practice Model (GIRFEC).

### Human Rights Act (1998)

<https://www.equalityhumanrights.com/en/human-rights/human-rights-act>

This Act lists what rights we all are entitled to in the UK e.g. freedom from torture, right to an education and freedom of expression, religion and beliefs.





# Equality and Diversity Policy



Approved at Policy and Resources Committee 18/09/07  
Amended November 2015  
Amended September 2018

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## 1. Introduction

This policy is an integral part of the Council's vision of Working together for a better North Lanarkshire.

It reflects our Aspire philosophy which underpins everything we do and provides the guiding principles in terms of the way we work and the way we deliver our services now and in the future. Aspire stands for:-

*Articulate - open, honest and clear at all times*

*Sensitive - to people's needs and understand that one size doesn't fit all*

*Proactive - in delivering for our communities*

*Inspiring - in our ambitions*

*Realistic - in our expectations, and we*

*Evaluate - to be sure we have made a difference*

## 2. Aims

We are committed to achieving equality for all and believe our responsibilities for equality are broader than those characteristics protected by the Equality Act (2010) which are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex (gender)
- sexual orientation

We also recognise that individuals may face discrimination and harassment for other reasons including:

- Health – state of health and physical or genetic characteristics
- Low income, employment status or housing circumstance
- Social background - family circumstance or caring responsibilities
- Political beliefs
- Membership or non-membership of trade unions
- Nationality, national or ethnic origin, including Gypsies and Travellers
- Or is disadvantaged by conditions or requirements which cannot be shown to be justifiable”

We will strive to achieve equality for all by:-

- Eliminating unlawful discrimination
- Promoting equality of opportunity
- Fostering good relations between different groups of people
- Promoting financial inclusion and ensuring that people and communities have access to affordable financial services and the incomes they are entitled to
- Targeting services to support the most vulnerable people
- Taking a human rights based approach to our work
- Taking positive action measures where appropriate and permissible by legislation
- Removing barriers that disadvantage people

This policy is based on the key principles of social justice - fairness, equality, empowerment, inclusion, engagement, partnership, visibility and shared responsibility.

### **3. Legislation**

This policy was created taking into account and incorporating the Equality Act 2010 the Public Sector Equality Duty, stemming from the Act, and the Human Rights Act 1998. This policy contains principles that are underpinned by other Council policies, guidance and codes of practice and in particular the Equality and Diversity in Employment Policy, Equality Strategy and the codes of conduct for Elected Members, Chief Officers and local government workers.

### **4. Scope of the policy**

- 4.1 Like most Local Authorities in Scotland, we provide services and undertake duties through a range of services. In North Lanarkshire, our services and management structures are led by the Chief Executive, with Assistant Chief Executives heading up our four services – Infrastructure, Enterprise and Housing Resources, Education Youth and Communities and Health and Social Care.
- 4.2 Every employee and Elected Member has a personal responsibility for ensuring that his or her behaviour is acceptable within the terms of the Codes of Conduct. However, we acknowledge that specific responsibilities fall upon managers, supervisors and those individuals involved in recruitment and personnel administration or who receive and request service provision. The Council recognises its responsibility to train and support employees and elected members in their respective roles.
- 4.3 Managers will be responsible for implementing the policy within their service and for ensuring that employees are familiar with, and act in accordance with the policy, and that adequate monitoring arrangements are in place.

## **5. Management and Governance**

The Council has six key functions:

- Provider and commissioner of services
- Employer
- Regulator
- Influencer
- Planner
- Key player in partnerships

- 5.1 Our overall democratic decision making process is the committee system. This is regulated to meet the Council's objectives and is the way in which we can effectively, lawfully and democratically discharge our functions.
- 5.2 Linked to the requirements of the Community Empowerment (Scotland) Act 2015 and the delivery of the Local Outcome Improvement Plan aimed at reducing inequalities, the council and partners commitment to community engagement will be set out in the Partnership Engagement Strategy/Framework. Our developing 'Community Matters' programme will be our vehicle for community engagement using co-production methods.
- 5.3 We will do all in our power to address inequality and take every opportunity to raise issues at a national level where appropriate. We are well aware that achieving real equality in North Lanarkshire is a long-term aim and requires wider social change.

## **6. Council position**

- 6.1 Through our equality outcomes and performance and reporting mechanisms we will target our resources to those areas where persistent disadvantage exists. We will challenge discrimination and inequality within all of our core activities and corporate initiatives. We will do this when delivering services, when employing others to deliver services on our behalf and when providing funding to others and procure contracts to provide services to the people of North Lanarkshire. We will make equality a mainstream part of our work.
- 6.2 We seek to ensure that employment opportunities with the Council are open and accessible to all and that every employee is treated fairly during the whole of their working life. This is at the heart of the council's equality and diversity in employment policy.
- 6.3 We will assess and monitor the impact of our policies, procedures, services and functions on communities and make changes to them should they impact unfairly or adversely on any group(s) and publicly report on progress.

- 6.4 We will use the "Social Model of Disability" as the basis for our work to promote equality and deliver services for disabled people. This Model describes how it is the way society is constructed that disables people rather than their impairment - attitudinal, environmental, institutional, information and communication barriers prevent disabled people from participating fully in society.
- 6.5 We will use a human rights based approach to ensure people's rights are at the centre of our policies and practice empowering people to know and claim their rights.
- 6.6 We will train our employees to implement this policy. We are committed to making available appropriate training and development resources to equip employees with the necessary aptitude, skills, knowledge and qualifications to effectively perform the duties and responsibilities of their posts. We recognise the significant contribution employee training and development can make to:
- Improving the quality and standard of services it delivers
  - Meeting the challenges of change and adaptation
  - Achieving the organisation's corporate and service objectives
  - Meeting the needs of individual employees
- 6.7 We will consider the needs of all communities in the methods we use for communicating with customers, employees and residents to ensure access to all our services for all. This means ensuring that our communications are accessible and understandable for everyone. We recognise that providing good information in the right way is important in raising awareness of our services and in helping people to use them to maximum benefit.
- 6.8 We will consult with and engage people from all the diverse communities in North Lanarkshire to help shape our policies, practices and the services we deliver and seek to make it possible for everyone to participate fully in the life of North Lanarkshire.
- 6.9 We will ensure that our public Equality Statement is visible in every Council reception area so as our customers and service users know how to tell us if they feel they have or have not been treated fairly with dignity and respect.