

Equalities Position Statement

Firpark Secondary School – School Protocols

Rationale

As a school it is important that we recognise and remove inequalities and barriers wherever they exist.

Aims

- To ensure that we are aware of our duties under the Equality Act 2010 to eliminate discrimination,
- To advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

Procedure

We will seek to:

- Treat all learners of equal value.
- Recognise and respect differences.
- Foster positive relationships and attitudes and a shared sense of cohesion and belonging.
- Observe equality practices in staff recruitment retention and development.

Responsibilities

SMT

- To foster an organisation and ethos where equalities are understood, and the principles are adhered to.
- To ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.
- Instances relating to equalities will be recorded on Seemis.

Staff

- To promote an inclusive and collaborative ethos in their classroom.
- To deal with any prejudice-related incidents that may occur.
- To deliver a curriculum and lessons that reflect the principles of equality.
- To support pupils in their class for whom English is an additional language.

- Any incident of prejudice or prejudice related bullying should be reported to a member of the Senior Management Team.

Monitor and Evaluation

This position statement will be reviewed to ensure it reflects local and national guidance on an annual basis.

Supporting Documents

Equality Act 2010- Scottish Parliament

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