



# Kilbarchan Primary School Equality and Diversity Policy



## **Context**

This policy reflects our duties under the Equality Act 2010, as a school run by the local authority, we must consider how our policies affect people that can experience inequality and those with the characteristics that are protected under The Equality Act 2010.

The Equality Act is designed to protect people from discrimination in the workplace and the wider community such as in Education or as a consumer. This Act sets out that it is unlawful to discriminate against a person due to the following personal characteristics:

- age
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- disability
- race
- religion or belief
- sex
- sexual orientation

Based on the historical prejudice and discrimination experienced by people who have these, or are perceived to have these characteristics, they now warrant special protection under the law to address the inequality they experienced. These characteristics are protected and as such are referred to as The Protected Characteristics. Age and being married do not apply in Education.

This policy also recognises that poverty and neglect or being Looked After can have an impact on children's experience in school and we recognise this as part of the areas we include in our work addressing inequality.

## **Children's Rights**

We recognise that our work in school to promote equality and celebrate diversity is rooted in human rights and is as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

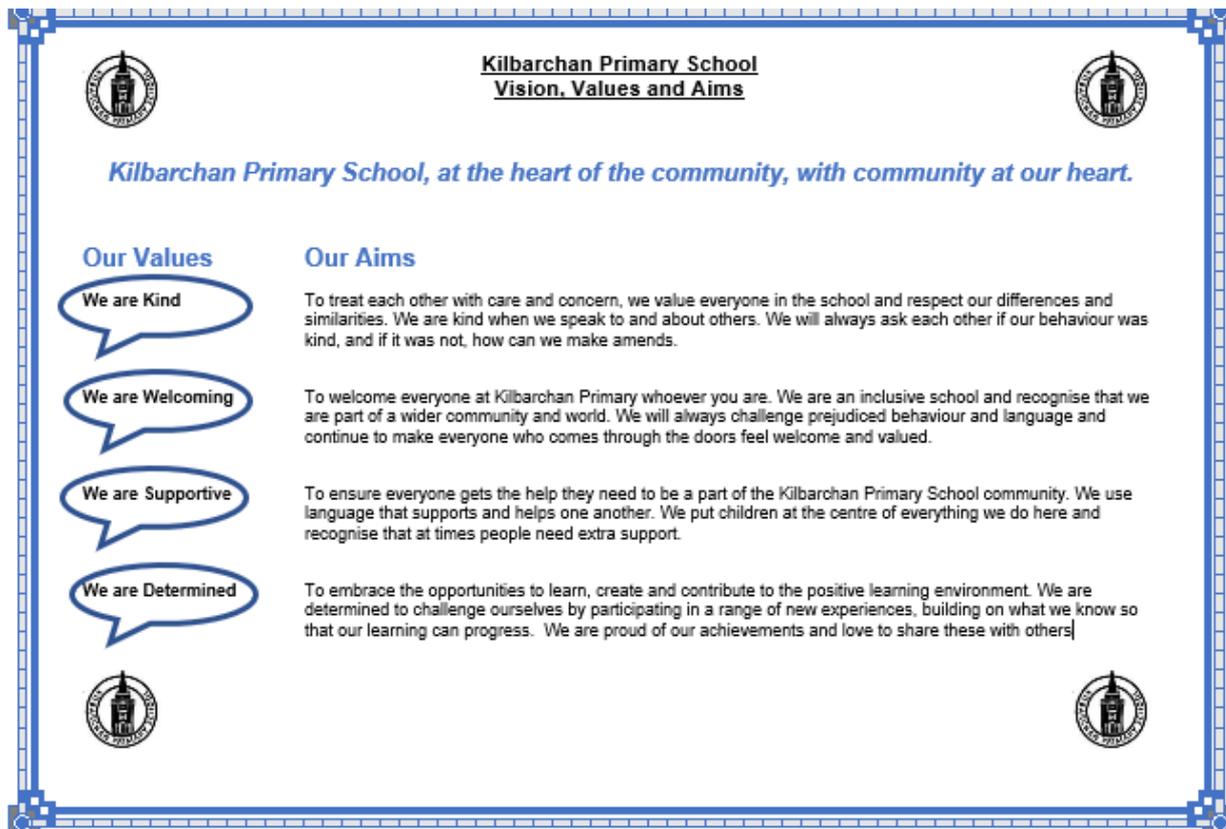
This policy compliments our Anti-Bullying Policy and our Relationships and Behaviour Policy, as well as our work to support our children with Additional Support Needs.

## **School Ethos**

Our ethos is underpinned by our values our values affect how we behave and treat each other.

Everything we do at Kilbarchan Primary starts with our Values; they underpin everything we do - our Values are how we behave. When we role model relationships, we do so, using our values and when we help our pupils when they are not getting on or treating each other well, we use our values to explain this.

## Our Vision and Values are



**Kilbarchan Primary School**  
**Vision, Values and Aims**

*Kilbarchan Primary School, at the heart of the community, with community at our heart.*

<b>Our Values</b>	<b>Our Aims</b>
<p><b>We are Kind</b></p>	<p>To treat each other with care and concern, we value everyone in the school and respect our differences and similarities. We are kind when we speak to and about others. We will always ask each other if our behaviour was kind, and if it was not, how can we make amends.</p>
<p><b>We are Welcoming</b></p>	<p>To welcome everyone at Kilbarchan Primary whoever you are. We are an inclusive school and recognise that we are part of a wider community and world. We will always challenge prejudiced behaviour and language and continue to make everyone who comes through the doors feel welcome and valued.</p>
<p><b>We are Supportive</b></p>	<p>To ensure everyone gets the help they need to be a part of the Kilbarchan Primary School community. We use language that supports and helps one another. We put children at the centre of everything we do here and recognise that at times people need extra support.</p>
<p><b>We are Determined</b></p>	<p>To embrace the opportunities to learn, create and contribute to the positive learning environment. We are determined to challenge ourselves by participating in a range of new experiences, building on what we know so that our learning can progress. We are proud of our achievements and love to share these with others.</p>

Our Children and their families will be clear about the vision and values of the school and how they relate to everyday life in school. The school vision and values will underpin everything that staff plan to undertake with the children. Our children will have a clear understanding of the importance of values and what they mean.

Our work is also underpinned by commitment to child wellbeing. We use the Getting it Right for Every Child (GIRFEC) Indicators to frame this work. This approach supports children and young people so that they can grow up feeling loved, safe, and respected and can realise their full potential. At home, in school or the wider community, every child and young person should be:

- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected
- Responsible
- Included

Children that experience prejudice or exclusion will not feel safe, included or respected.

***As a whole school community, we commit to promoting equality and celebrating diversity. We recognise that one of our most important behaviours to do this is for us to challenge inequality, to address the imbalance that those who have a protected characteristic or are affected by things like poverty and neglect experience.***

This work reflects one of our Aims for Kilbarchan primary that our pupils are Responsible Citizens and that we will:

- develop partnerships between pupils, staff, parents, and the wider community.
- promote an ethos of equality which respects and values all members of the school's community.
- help all pupils develop respect for their world and make informed choices.

#### **What is expected of Staff?**

- To create an environment where children feel safe and included and are not singled out or picked because of who they are
- Celebrate diversity and reflect the community and wider world we live in
- To address prejudice-based language and behaviour
- To reflect inequality and prejudice in their lessons and discussions with pupils
- Monitor and report incident of prejudice and discrimination
- Keep themselves up to date with policy and legislation on Equality and Diversity
- To act in line with the school Values

#### **What is expected of our pupils?**

- To respect each other
- To try and not treat anyone in an unkind way for any reason, especially because of who they are or where they or their family come from
- To act in line with the schools Values
- To share any worries they may have, in a safe way

#### **Recording and Monitoring**

We will record, where appropriate, incidents of bullying and discriminatory behaviour.

Supportive Guidance for schools was issued in May 2018 by The Scottish Government titled 'Recording and Monitoring of Bullying Incidents in Schools'. The SEEMIS Click+Go. Bullying & Equalities module is seen as the most appropriate tool for schools and local authorities to monitor and record bullying.

When recording incidents, the following information must be included:

- The children and young people involved as well as other adults
- The type of bullying or behaviour experienced – name calling, threats or rumours etc.
- Any underlying prejudice including details of any protected characteristics
- The impact of the incident, including consideration of personal or additional support needs and wellbeing concerns and
- Actions taken including resolution at an individual or organisational level.

The member of staff to whom the incident is first reported, or who has witnessed the incident, should take the incident seriously. They will use their professional judgement in deciding on appropriate action, in consultation with and agreement from a member of the Senior Management Team.

In all cases we will ensure the child is listened to and supported.

Recording is used as a school improvement tool. It is to be used to learn about themes and patterns of behaviour that happen and address any issues that arise from this.

**Created:** May 2020

**Review:** 2023