



Lesmahagow High School

Inclusion Position Statement



RESPECT

HONESTY

AMBITION

RESILIENCE

EQUITY



Education in South Lanarkshire is based on an inclusive ethos, which will ensure that all learners are treated fairly have equal opportunity and have a sense of belonging in their learning environment. (Framework for Inclusion and Equality, 2018)

Lesmahagow High School Inclusion Statement

At Lesmahagow High School, every member of the school community should have a sense of belonging, fairness and equal opportunities. By valuing our similarities and differences and giving the right help at the right time in the right place we can promote learning and participation. An inclusive mindset throughout the school will help all learners to realise their true potential.

Lesmahagow High School, 2020

Legislative Context

Equality Act 2010

The Act protects people from discrimination on the basis of protected characteristics including: age, race, disability, religion and belief, gender reassignment, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

The Act, and the principle of non-discrimination, covers all the activities in the life of a school including: Admissions Provision of education, Access to any benefit, facility or service, Exclusions, it is also unlawful to harass or victimise a pupil or applicant.

The Act also introduces a single Public Sector Equality Duty (the general duty). As a school, this means we must give “due regard” to the three elements of the duty in all our activities:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between those who share a protected characteristic and those who do not.

The Act states there is a duty to make reasonable adjustments if you are placed at a substantial disadvantage as a result of a disability compared with non-disabled people or people who do not share your disability.

Education (Additional Support for Learning) (Scotland) Act 2004, as amended

This Act provides a framework for local authorities and other agencies to support all children with their learning. It introduced concepts of additional support needs, gave parents and pupils new rights and placed duties on local authorities and other agencies.

The Act aims to ensure all children and young people are provided with the necessary support to help them achieve their full potential.

At Lesmahagow High School, our Support for Learning department work to ensure all young people in ASN receive the equitable support required to fully access our curriculum.



The aims of the department are:

- To help ease the transition from Primary School to Secondary, particularly for those children with additional support needs, be they long or short term;
- To work with colleagues to try to ensure that each child has access to work which is at an appropriate level for him or her;
- To try to ensure that departments are aware of appropriate resources for pupils with additional support needs;
- To help co-ordinate the efforts of all agencies involved with the progress of pupils with additional support needs e.g. Hearing Impairment Service, Visual Impairment Service, Psychological Services;
- To work with colleagues and external agencies to ensure appropriate assessment arrangements are in place for pupils with additional support needs.

Children's Rights

- Human Rights Act 1998
- United Nation's Convention on the Rights of the Child (UNCRC) aims to recognise the rights of all children up to age 18 and ensure that children grow up in the spirit of peace, dignity, tolerance, freedom, equality and solidarity.
- Children and Young People's (Scotland) Bill was agreed in February 2014. It introduces new duties for Ministers and public sector to promote children's rights.

Staff will use inclusive and integrated practice to ensure all learners receive equality of opportunity in order to reach their full potential, taking into account their protected characteristics or needs.

Education (Scotland) Act 2016

This Act supports a range of improvements to Scottish education including: improving attainment of pupils from poorer backgrounds; giving children a voice in matters that affect them; and extending the rights of children with additional support needs.

The Children and Young People (Scotland) Act 2014

This Act establishes wellbeing as the key mode of assessment for practitioners within Scottish schools. It also places further duties on local councils with regard to their corporate parenting role for children who are looked after.

Scottish schools (Parental Involvement) Act 2006

This Act aims to make it easier for parents to become involved in their own child's education and in their child's school generally.



Included, Engaged, Involved - Part 1 (2019) & 2 (2017)

The overarching aim of this guidance is to support schools, communities and their partners to keep all children and young people **fully included, engaged and involved** in their education; and, to improve outcomes for **all** Scotland's children and young people with a particular focus on those who are at risk of exclusion.

Education (Disability Strategies and Pupils' Educational Records) (Scotland) Act 2002

This Act sets out duties on education authorities, schools and other responsible bodies to plan for the needs of disabled pupils, to ensure access to the curriculum, physical environment of schools and school information.

Principles of Inclusion

Equality and inclusion are at the heart of our work in Lesmahagow High School. We aim to eliminate discrimination and promote equality of opportunity as required by the Equality Act 2010, Getting it Right for Every Child (2012) and the Additional Support for Learning legislation.

Our inclusive approach aims to ensure that all learners are fully able to participate in the curriculum and wider community, to enable the highest achievement and attainment and promote a sense of belonging. In doing so, Lesmahagow High School strives to ensure the following outcomes are met:

- The needs of all learners are met in age appropriate, inclusive settings. Provide equity needed for all opportunities to encourage improved outcomes for all learners.
- All learners have the opportunity to be included and involved in the wider school, learning community and learning environment.
- We utilise all available resources so that all learners are included in the culture, curriculum and community.
- The wellbeing of learners is central to everything we do, ensuring they feel safe, healthy, achieving, nurtured, active, respected, responsible and included, regardless of their need.

Standards in Scotland's Schools etc. Act 2000

This Act sets out the rights of children to school education and the related duties of education authorities. The Act introduced the policy that all children will be expected to attend mainstream school unless certain circumstances apply.



Vision and Values

Our shared values are **respect, honesty, ambition, resilience and equity**. These values permeate every aspect of our school and help to create an inclusive and positive school ethos. The promotion of these values helps us to encourage young people to adopt and contribute to our vision of **'Aspire to be our best'**.

At Lesmahagow High School, we encourage our young people to embody our values and vision in order to achieve their full potential and develop into accepting and responsible citizens.

Providing an inclusive and appropriate curriculum

At Lesmahagow High School, we embrace the Curriculum for Excellence objective that every young person receives their entitlement to a broad general education S1-S3. Pathways in curriculum design are flexible and specialised, providing each learner with the opportunity to reach their individual potential, which will help them leave school prepared for adulthood and working life.

Our curriculum provision aims to ensure the following outcomes for young people:

- Develop their understanding of valuing diversity and commonality among people and their local context.
- To experience challenge, enjoyment, depth, breadth, personalisation and choice, coherence and relevance in their learner journey.
- To develop their awareness of their rights and responsibilities as an individual
- To ensure their needs are met through effective learning and teaching.
- To receive appropriate and relevant support to reach their full potential.

Equally Safe at School

Lesmahagow High School is participating in a pilot programme called Equally Safe at school (ESAS) which is coordinated by Rape Crisis Scotland and evaluated by the University of Glasgow. ESAS is a whole school approach to preventing Gender Based Violence and promoting gender equality. It aims to equip schools with the tools to better challenge gender based violence and the attitudes that can facilitate it, as well as to build confidence and skills in responding to incidents and disclosures. Over the course of the pilot, Rape Crisis Scotland will work closely with staff and students to help the school become more aware of what Gender Based Violence is and how it can be addressed through the curriculum and in everyday school life. This process will support the school to be able to identify, prevent and appropriately respond to incidents of harassment and other forms of Gender Based Violence and provide adequate support to survivors.



Discrimination and Bullying

We accept that discrimination and bullying can and does happen. They are major causes of distress for young people and can lead to difficulties in life including accessing education. Lesmahagow High School believe in the rights of the child and aim to challenge and prevent any and all forms of discrimination and bullying.

We teach our young people to live in a world of respect, honesty and tolerance. As a South Lanarkshire Council school, we adhere to the *Treat Me Well* Anti-Bullying Behaviour Guidance, which was launched in 2018.

We utilise this holistic framework, which is underpinned by effective partnership working in order to fulfil our responsibility to support the health and wellbeing of all young people. We aim to use this framework in order to create learning environments that are safe, nurturing, respectful and free from fear, abuse and discrimination. At present, we are developing our own anti-bullying policy, through a partnership approach, with the support of *Treat Me Well* and *Respect Me* documentation and guidance. To this end, we aim to maintain a consistent approach to addressing any form of bullying or discriminatory behaviour.

LGBT

Lesmahagow High School are working towards achieving the LGBT Charter Silver Award. The programme for achieving the silver award enables our school to proactively include LGBT people in every aspect of our school. We aim to be champions of LGBT Inclusion where LGBT stakeholders feel safe, supported and included, making a clear statement that equality and diversity are at the heart of our school community.

Promoting Positive Relationships and Understanding Distressed Behaviour (PPRUDB)

Lesmahagow High School foster the values of the new authority wide guidance *Promoting Positive Relationships and Understanding Distressed Behaviour* launched in 2020. We place relationships at the heart of everything we do helping to develop a positive and inclusive ethos based on trust and mutual respect. This has a positive impact on behaviour and learning as young people feel safe and secure.

Staff recognise and understand that all behaviour is communication. We aim to resolve incidents of indiscipline using de-escalating techniques, restorative practice and intervention approaches focused on maintaining a positive and purposeful ethos. When young people display signs of distress, we aim to deal with them empathetically with a view to understanding their thoughts and feelings behind their behaviour.

All staff are committed to ensuring the principles of social justice are promoted within the school.



How Good is our School? 4th edition

As part of our commitment to self-evaluation, we aim to continually evaluate how well we promote inclusion and equality and further promote highly-effective practice as detailed within the HGIOS?4 document. Our objective is to ensure our school reflects the following statement:

We ensure inclusion and equality leads to improved outcomes for all learners. All learners are included, engaged and involved in the life of the school. All children and young people feel very well supported to do their best. Learners, parents and carers, staff and partners feel that they are treated with respect and in a fair and just manner. We understand, value and celebrate diversity and challenge discrimination. In our school, we strive to ensure there are no barriers to participation and achievement for any pupil, particularly in relation to pupils who possess a protected characteristic. We have effective strategies in place which are improving attainment and achievement for children and young people facing challenges such as those from our most deprived areas, young carers, those who are looked after and those with additional support needs.

Rights Respecting School

Lesmahagow High School have achieved the Rights Respecting School Bronze Award and are aiming to achieve the Silver Award by the end of the school year.

The Rights Respecting Schools Award puts children's rights at the heart of the school. Unicef work with our staff and young people to help create safe and inspiring places to learn, where children are respected, their talents are nurtured and they are able to thrive. By achieving our Bronze Award, we have successfully demonstrated our commitment to children's rights and have laid the foundations to achieve our Silver Award where these rights are embedded into school policy, practice and ethos. Working inclusively with young people we aim to ensure this leads to providing young people with the best chance to lead happy, healthy lives and to be responsible, active citizens.

The Award is not just about what children do but also, importantly, what adults do. In Rights Respecting Schools, children's rights are promoted and realised, adults and children work together towards this goal together.



School Action Points

- To continue the positive work of our LGBTQI group and achieve our LGBT Charter Silver Award.
- Develop a Lesmahagow High School Positive Behaviour Policy based on PPRUDB guidance.
- Implement ESAS aims and objectives at whole school level.
- Achieve our Rights Respecting Schools Silver Award.

