



Equality Policy

St David's High School

Achievement **S**ervice **P**erseverance **I**nclusion **R**espect **E**xcellence

Local Context

“Midlothian Council as an Education Authority is founded on inclusive values, and seeks to provide a wide range of high quality services to all, while giving priority to the most vulnerable and disadvantaged individuals and groups in our communities.

The Education Authority continues to strive to make a positive difference to the lives of children, young people and their families. The Council/Education Authority recognises the individuality and diverse needs of all children, young people and their families. ”

Midlothian Equality Plan 2017 – 2021

St David’s High School

St David’s High School is committed to creating an inclusive environment for the whole school community that demonstrates shared values of Achievement, Service, Perseverance, Inclusion, Respect and Excellence(ASPIRE). Our school recognises and celebrates diversity within a culture of respect and fairness and aims to meet the needs of every child in line with the principles of Getting it Right for Every Child (GIRFEC) and the Wellbeing Indicators.

We endeavour to foster the requirements of the Equality Act 2010 and the need to:

- eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

Equality and Diversity

We define Equality as:

- creating a fairer society, where everyone can take part and where everyone has the opportunity to be all they can be. Equality of opportunity has a legal framework to ensure groups with protected characteristics are not discriminated against.

We define Diversity as:

- recognising and valuing difference, where everyone is respected for who they are.



As a school community we adopt the approaches promoted in the Equality Act (2010) which protects people from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Additional Support Needs

Schools are expected to make reasonable adjustments under the Equality Act (2010) to provide auxiliary aids and services for disabled pupils. St David's High School ensures that all provision is in place that is required to support and ensure positive outcomes for young people with additional support needs as stated in the Additional Support for Learning (ASL) framework. ([GIRFEC at St David's](#))

Our approach to Equality is based on the following key principles:

1. **All learners are of equal value.** This is irrespective of their race, gender and gender identity, religious or belief, or sexual orientation. However, this does not mean we treat all young people the same, sometimes it means giving extra help so that they have the same opportunities and outcomes as others.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which young people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated.
3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities that are different from each other.
4. **We foster a shared sense of inclusion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **We have the highest expectations of all our children.** We expect that all young people can make good progress and achieve/attain to their highest potential.
6. **We work to raise standards for all young people, including the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of young people raises standards across the whole school.
7. **We challenge prejudice and stereotyping.** We challenge and report all incidents of prejudice - based bullying, for example racist, homophobic or bullying of people because of a disability. We also challenge gender-based and other stereotype bullying. Our Anti-Bullying Policy reflects the requirements of the Equality Act (2010)

Children's Rights

The United Nation's Convention on the Rights of the Child (UNCRC) was ratified by the UK in 1991. It 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. The UNCRC principles underpin our [ASPIRE Positive Behaviour Policy](#) which promotes a restorative approach to fostering positive relationships.

Equality within the Context of a Curriculum for Excellence

This Policy recognises the work that our school is undertaking to promote diversity and equality through all aspects of the curriculum. Our school aims to meet the challenge to develop young people as responsible citizens who:

- show respect for others; who understand different beliefs and cultures;
- are developing informed, ethical views of complex issues;
- know why discrimination is unacceptable and how to challenge it; and
- understand the importance of celebrating diversity and promoting equality.

We promote learning within a positive ethos and climate of respect and trust based upon ASPIRE, our shared values across the school community:

- including parents, whether for young people in school or those not in school;
- promoting a climate in which children and young people feel safe and secure;
- modelling behaviour which promotes effective learning and wellbeing within the school community;
- being sensitive and responsive to each young person's wellbeing.

All members of staff contribute through open, positive, supportive relationships where young people feel that they are listened to.

Our young people are encouraged to contribute to the life and work of the school and, from the earliest stages, to exercise their responsibilities as members of a community. This includes opportunities to participate responsibly in decision-making, to contribute as leaders and role models, to offer support and service to others and to play an active part in putting the ASPIRE values of the school community into practice. ([See – Reducing the cost of the St David's school day](#))

Monitoring and Quality Assurance

Promoting equality is the responsibility of all and will be reviewed regularly. Equality is monitored by the school's Senior Leadership Team as part of internal quality assurance procedures as these relate to improvement planning, classroom visits and sampling of pupils' work. The school will review practice and policy regarding Equality as part of its on-going procedures of self-evaluation.