

**Lenzie Academy**  
**Equality and Diversity Policy**

**Introduction**

As an inclusive, multi-cultural school we actively promote inclusion as one of our key school values both within the curriculum and across the wider life and work of the school. We encourage and expect everyone in our school community to respect one another regardless of gender identity and expression, age, ethnic background, disability, religion/belief, socio-economic position or sexual orientation. We foster within our pupils values of tolerance and compassion towards others and in doing so prepare them as responsible citizens who are equipped to take their place in a diverse and multi-cultural society beyond school.

**Equality Act 2010**

In addition, our school adheres to the Equality Act 2010, and aims to respect and include all members of the school community as described under the Act's protected characteristics:

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

**Roles and responsibilities**

All staff will:

- Maintain the highest expectations of achievement for all pupils.
- Promote a classroom ethos that values equality, inclusion and diversity.
- Challenge prejudice and discriminatory behaviour if they come across it.
- Deal fairly and professionally with any prejudiced-based behaviour or bullying.
- Plan lessons that reflect the school's commitment to equality and diversity.
- Keep up to date with the law on equality and any changes to guidance.

The coordinator for equality and diversity will:

- Develop and maintain up to date knowledge of equality law and best practice.
- Coordinate the implementation of equality and diversity guidelines
- Take a lead role in communicating the guidelines to staff and monitoring outcomes.
- Take a lead role in addressing prejudiced-based bullying incidents including the recording and investigation

The Head Teacher will ensure that:

- EDC guidelines are fully implemented and promoted.
- All staff are aware of their responsibilities and given appropriate training and support
- Appropriate action is taken in any cases of unlawful discrimination.
- All prejudiced-based bullying incidents are recorded and appropriate action is taken.
- They take a lead role in the school's self-evaluation procedures and staff development for equality and diversity.
- Information on attainment, attendance and exclusion is collected and monitored in terms of equality.
- The council's recruitment and selection policies are adhered to.
- Independent contractors, volunteers and visitors to the school are aware of the guidelines

### **Equality and diversity within the curriculum**

1. All courses at all levels will be reviewed annually to ensure that they take cognisance of equality and diversity, where appropriate.
2. All classrooms, labs, workshops and kitchens have the school's vision and values boards that emphasis our key values within the school. Teachers can use these at any time to reinforce the school's values with the young people within their classes.
3. Classrooms should, where possible, have wall displays that recognise and celebrate Equality and Diversity in the widest sense.
4. All departments will discuss Equality and Diversity in DMs at certain points in the year as part of our QI machine self-evaluation strategy.

### **Equality and diversity within the wider school**

1. We expect all staff within the school to act as positive role models with regard to the school's underlying values – inclusion, respect, tolerance and compassion.
2. All staff will undertake annual Equality and Diversity training.
3. We have established an Equalities Group in both the BGE and the Senior Phase for pupils that will act as a strategic steering group for all work on Equality and Diversity within the school.
4. Our assembly programmes will recognise issues of Equality and Diversity throughout the year with presentations devised and delivered by the Equalities Groups. This incorporates work linked to assemblies before or after they take place e.g. Holocaust memorial assemblies will have follow up work linked to key themes highlighted in the assemblies. We will also mark commemorative days and weeks relevant to LGBT people E.g. International LGBT History Month, Pride Month etc.
5. The school Equalities groups will develop a number of inserts across the year that recognise and celebrate Equality and Diversity. These will be delivered to all classes at various points across the year with follow up discussions facilitated in PSE.
6. As part of our PEF strategy we focus on supporting pupils from disadvantaged socio-economic backgrounds to participate in all aspects of school life.

7. The school is working towards LGBT Youth Scotland's School Charter accreditation and has three members of staff acting as LGBT Charter Champions. More than 40% of staff have also undertaken the online awareness training from LGBT Youth Scotland.

### **Monitoring and Quality Assurance**

1. The Equalities Group(s) will conduct an annual review of their work and devise an action plan for the following year.
2. Departmental input through the QI Machine will be evaluated by the Self-Evaluation Committee and, where appropriate, recommendations made to the senior leadership team for follow up action in the area of Equality and Diversity at whole school level. Where issues arise within a departmental context the specific department(s) will devise follow up work as required.
3. Due cognisance of Equality and Diversity will be taken across all school policies and procedures e.g. admission, attendance, merits/de-merits, anti-bullying, pupils wider achievement, SQA attainment.
4. LGBT Charter Champions undertake impact assessments of policies and practice in relation to LGBT people as part of the LGBT Schools Charter.