



Williamwood
High School

Mighty oaks from little acorns grow

Equality and Diversity Policy

An Ongoing Story of Kindness, Understanding and
Acceptance

Respect * Ambition * Kindness



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Williamwood High School's Aims

The school promotes high expectations and standards which create an inclusive environment, where all are encouraged to strive to achieve their full potential. The positive ethos across the school and a high degree of commitment shown by our staff, our young people and our parents, as well as the wider community, allow the young people of Williamwood to achieve their full potential, both academically and socially.

Our school values of Respect, Ambition and Kindness underpin the life and work of the school. We recognise learners' successes in living the school values through their actions and choices. Our school vision of 'Mighty Oaks from Little Acorns Grow' aims to develop the skills which will enable our young people to become:

- Successful Learners
- Confident Individuals
- Responsible Citizens
- Effective Contributors

Rationale

Williamwood High School strives to develop and maintain an inclusive and nurturing community. We embrace equality and diversity in all aspects of school life. The school's values are: Respect, Ambition and Kindness. These values are intrinsically linked to the concept of equality and inclusion. We make it explicit that all staff and pupils have the right to feel healthy, happy and safe in school. We ensure this through our strong commitment to inclusion.

Williamwood is a school that encourages excellence from all our stakeholders. We recognise that developing a culture that is accepting and understanding of diversity in all its forms is integral to preparing our young people to be responsible citizens within a multi-cultural society. We aim to educate all young people about the diverse range of lives and identities in society. We achieve this aim by:

- Involving all stakeholders in the development of inclusive approaches
- Ensuring that quality learning and teaching is coupled with an awareness of equalities and diversity
- Promoting and recognising personal achievement within, and out with, the school
- Working with a range of partners

Background and Legislation

This policy makes use of current documentation that has supported our strategic planning. In particular, we have utilised the following documents:

- Scottish Government. (2022). *Getting it Right for Every Child*
<https://www.gov.scot/policies/girfec/>
- Equalities Act 2010
- The UNCRC (Incorporation) (Scotland) Act 2024
- United Nations Convention on the Rights of the Child
<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Aims of Policy

This policy has been written as part of our school's on-going commitment to demonstrating good practice, advancing equality and valuing diversity.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to one or more of the following: age (as appropriate), disability, ethnicity, gender (including issues of transgender identity, and of maternity and pregnancy), marriage and civil partnership, religion and belief, and sexual identity.

We recognise that these duties also reflect international human rights standards 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.

In addition to these, Williamwood High School also recognises that care experienced children, young carers, young people undergoing gender transition, transgender people (including non-binary), individuals with English as a second language, those in lower SIMD areas and those with FME may also experience disadvantage, prejudice and discrimination and we will endeavour to address this.

This policy and all associated procedures apply to all stakeholders (including visitors and students on placement), and should be read in conjunction with the following policies and guidelines:

- Anti-Bullying and Inclusion Policies
- ERC Standard Circulars including (8) Included, Engaged and Involved: Managing School Exclusions, (8a) Bullying and Anti-Bullying, (12) Inclusion, (68) Equality and Social Justice
- ERC standard circulars for equalities linked to Staffing and Recruitment
- The Cost of the School Day Resources

Key Principles

Williamwood High School is committed to ensuring that all children are entitled to receive a high quality education in an inclusive environment which ensures that everyone reaches their potential.

Our approach to equality and diversity is based on the following key principles:

- **All learners are of equal value.** However, this does not mean we treat everyone the same, sometimes it means giving people extra help so that they have the same opportunities and outcomes as others.
- **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 people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. Diversity is respected and celebrated by all those who learn, teach, work and visit Williamwood High School.
- **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities that are different from each other.
- **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.
- **We have the highest expectations of all our young people.** We create an ethos of achievement for all young people within a climate of high expectations, and value a broad range of talents, abilities and achievements. We believe that improving the quality of education for the most vulnerable groups of young people raises standards across the whole school.
- **We tackle negative prejudice and stereotyping.** We challenge and report all incidents of prejudice-based bullying, for example racism, homophobia or bullying of people because of a disability. We also challenge gender-based and other stereotypes. We aim to counter conscious and unconscious discrimination that may prevent any individual or any group of pupils from thriving in the school.

Embedding Equality and Diversity

Scotland is a multi-cultural society and Williamwood High School recognises the importance of preparing our young people to appreciate and celebrate diversity in all its forms, in order that our young people can contribute effectively to the diverse and multi-cultural society in which they are destined to play a part.

To achieve these aims we will:

Involve all stakeholders

- In the development, review, evaluation and impact assessment of all relevant improvement plans, policies and procedures
- In the development of inclusive approaches
- In accurate reporting and recording of prejudiced based bullying.

Embed equality and diversity in Learning and Teaching

- Use inclusive and diverse resources, images and contexts to provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- Provide a suitable differentiated curriculum and appropriate support including the use of digital learning to improve access to education.
- Plan a broad, balanced and appropriate curriculum to provide equal opportunity for all young people to maximise their potential regardless of age, gender, race, religion, belief or faith, sexual orientation or disability, including opportunities for young people to explore what people have in common and where they differ; to see beyond labels and stereotypes; to learn to analyse why discrimination occurs and gain insight into the experience of being discriminated against
- Provide opportunities to develop the knowledge, confidence and values needed to understand and challenge discrimination and value diversity. This includes tackling racism and sectarianism; disability awareness; challenging gender stereotypes; and tackling homophobic behaviour and bullying in any form.

Promote personal achievement and participation in the ethos and life of the school

- Offer opportunities to foster individual talents and develop young people's self-esteem through the celebration of achievements at assemblies and through school social media channels
- Promote a climate in which young people feel safe and secure by challenging young people to show respect for others and understand different beliefs and cultures
- Ensure our young people participate in developing our vision, values and aims to build relationships and ensure Williamwood High is representative of all groups and that we have a focus on respecting rights.



- Encourage our young people to contribute to the life and work of the school and exercise their responsibilities as members of a community. This includes opportunities to participate responsibly in decision-making through the Williamwood Young Leaders of Learning opportunities, to contribute as leaders and role models and play an active part in putting the values of the school community into practice.

Work with a range of partners

- To create opportunities for our young people to develop and engage in global citizenship, including campaigns against discrimination to educate others and practise standing up for themselves and others. For example, Amnesty International, UNICEF, Young Carers, LGBT Youth Scotland campaigns and Fairtrade.

To build networks and partnerships between services to encourage joint thinking and sharing of knowledge and skills such as Prince's Trust, UNICEF and Show Racism the Red Card.

Leadership, Roles and Responsibilities

The Head Teacher will ensure that:

- The policy is fully implemented and promoted, ensuring that all staff are aware of their responsibilities and are given appropriate training and support in relation to equality and diversity
- Appropriate action is taken in any cases of unlawful discrimination
- All prejudice-based bullying incidents are recorded and that appropriate action is taken
- The Council's recruitment and selection policies are adhered to
- Collect and monitor statistics on attainment, attendance and exclusion in terms of equality.

The Equality Co-ordinator will:

- Develop and maintain up to date knowledge of equality law and best practice
- Co-ordinate the implementation of the equality and diversity policy
- Communicate the policy to staff and monitoring outcomes
- Address prejudice-based bullying incidents including the recording and investigation



- Oversee the school's self-evaluation procedures and staff development for equality and diversity.

All staff will:

- Maintain the highest expectations of achievement for all pupils
- Promote an ethos in the classroom that values equality, inclusion and diversity
- Challenge prejudice and discriminatory behaviour
- Deal fairly and professionally with any prejudice-based bullying incidents
- Plan lessons that reflect the school commitments to equality and diversity
- Keep up to date with the law on equality and any changes to policy
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.

Addressing Prejudice and Prejudice-Related Bullying

Williamwood High is opposed to all forms of prejudice including:

- Prejudices around disability and those with additional support needs
- Prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against travellers, migrants, refugees and people seeking asylum
- Prejudices reflecting sexism, homophobia and transphobia.

Procedure for addressing prejudice and prejudice-related bullying:

- Incident is reported to a member of Pupil Support Staff and SLT.
- Action taken is within the context of the school's anti-bullying policy.
- The incident will be logged in the Bullying and Equalities or Racial Incidents screen via SEEMIS, the report will describe the incident and action/outcome. Incidents logged as "Being Addressed", "Not Resolved" or "Resolved" will be confirmed incidents. Bullying incidents marked as "unfounded" will be unconfirmed. At the end of each term, ERC will collate incidents recorded for statistical information only – children are not named in this record.

Monitoring and Quality Assurance

Promoting diversity and equalities is the responsibility of all and will be reviewed regularly. All stakeholders will be consulted about equality and diversity issues in the school.

Each young person's progress is monitored and tracked. In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity (e.g. lesson observations record evidence of differentiation and resources are reviewed to ensure appropriateness and inclusivity). The data collected is used to inform further school planning, target-setting and decision-making.

The impact of each policy will be continuously assessed and any amendments identified will be addressed through the school improvement plan.