Equality and Diversity Strategy

Our Shared Vision: *Students at Deans Community High School will be inspired through high quality learning and teaching, in a safe, inclusive environment, to confidently achieve and attain the very best they can to succeed in life, learning and work*

Rationale

At Deans Community High School, we take pride in our diverse school community, where individuals respect and value one another and the unique contributions each person brings. We are committed to ensuring that every pupil has the opportunity to reach their full potential by equipping them with the knowledge, skills, attitudes, and experiences needed to thrive in a multicultural society. It is essential that all pupils' educational experiences are inclusive and equitable, with no one disadvantaged due to any of the protected characteristics outlined in this strategy. Every pupil, at every stage of their education, must be recognised, respected, and treated fairly. Our Equality and Diversity strategy reflects current National and Local guidelines and is underpinned by the principles of social justice.

Aims

This strategy aims to:

- Ensure all members of our school community can achieve their full potential, regardless of any protected characteristics, by promoting equal opportunities and social justice.
- Foster an inclusive school ethos that actively protects against all forms of discrimination.
- Encourage positive attitudes and respectful behaviour towards individuals of all backgrounds, identities, and beliefs.
- Embed equality principles across the curriculum to deepen understanding of equalities issues.
- Promote a culture of self-esteem and mutual respect as key elements of our school ethos.

Equalities Act (2010)

This legislation identifies the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Whether a person is married or in a civil partnership
- Whether a person is pregnant or on maternity leave
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring that all strategies and practices reflect the principles of equal opportunities and comply with the Equality Act 2010, alongside other child-focused legislation such as the Children and Young People (Scotland) Act 2014 and the Getting It Right For Every Child (GIRFEC) framework. Deans Community High School also follows West Lothian Council guidance by adhering to local policies on Diversity and Equality.

This strategy aligns with the United Nations Convention on the Rights of the Child (UNCRC), a global treaty that defines the civil, political, economic, social, and cultural rights to which all children are entitled. Our school is committed to embedding a rights-based approach, with this strategy particularly supporting Articles 2, 14, and 23.



Our Curriculum

- **Inclusive Curriculum Design**
  Our curriculum will integrate a broad and authentic representation of diverse groups, including different racial and ethnic backgrounds, sexual orientations, gender identities, disabilities, and religions or beliefs. This approach ensures that all pupils gain a meaningful understanding of diversity within society. Departments will aim to embed diversity throughout teaching and learning resources, avoiding generic representation and instead promoting genuine knowledge, attitudes, and experiences.
- **Challenging Stereotypes**
  The curriculum will actively challenge stereotypes related to the protected characteristics outlined in this policy. Pupils should be encouraged to reflect on and evaluate any stereotypes they encounter, fostering a culture of respect and critical thinking.
- **Accessibility and Reasonable Adjustments**
  Reasonable adjustments will be made to ensure that every pupil can access the curriculum without barriers linked to protected characteristics. These adjustments may include, but are not limited to:
    - Identification of additional support needs through monitoring, assessment, and reporting.
    - Appropriate support and strategies agreed with the pupil and reviewed regularly.
    - Provision of tailored pupil support, including alternative arrangements for assessments and examinations where appropriate.



Roles and Responsibilities

All Staff

- Model rights-respecting, inclusive behaviour
- Recognise signs of discriminatory behaviour and respond promptly
- Support those affected and help those responsible reflect and change
- Log incidents accurately and sensitively using SEEMIS recording system
- Embed values and rights into curriculum and relationships

Pupils

- Show kindness, respect and fairness to others
- Report discrimination they witness or experience using the Wellbeing Concern Form.
- Support classmates in feeling included and valued
- Take responsibility for online and offline actions

Parents and Carers

- Talk openly about kindness, safety and relationships
- Encourage children to report any concerns
- Work with the school to resolve issues constructively
- Promote positive attitudes about diversity and inclusion at home

Leadership Team and Pastoral Staff

- Log any reported incidents on the Equalities and Diversity system on SEEMIS
- Monitor and review incident trends
- Lead policy implementation and staff training
- Ensure consistent follow-up and communication
- Engage pupil voice in shaping equalities and diversity approaches

This strategy was co-created by students, staff, parents/carers and key partners. This will be reviewed in **October 2027**