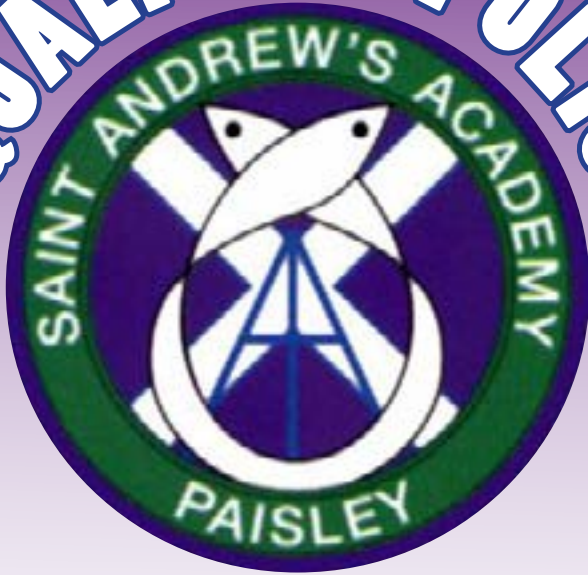


# EQUALITIES POLICY



# St Andrew's Academy Equalities Policy

## Rationale:

St Andrew's Academy is a Catholic secondary school serving the town of Paisley.

Our Mission Statement focuses on the school as part of the faith community. We work towards helping each person in the school community to grow in fullness to develop, mature and fulfil their potential.

Pupils in St Andrew's Academy will learn how to interact with others positively, to work and play

co-operatively, to share new experiences and respect each other's differences.

We aim to work with parents, parish members and our Chaplains to teach the Catholic faith and the moral values of the Gospels. We aim to nurture the children so that they may grow into caring, confident, self-motivated adults.

The children will be made aware through our teachings in school that bullying is an unacceptable form of behaviour and will not be tolerated. In this way we serve them and, through them, the wider community. As a Catholic school, we work to ensure that the whole school curriculum offers role models and opportunities for children to learn how to interact with others, to share their experiences, respect each other's differences and grow into caring, confident, self-motivated adults, treating all they meet with dignity and in a fair and just manner.

Our Catholic school community knows that inclusion and equality leads to improved outcomes for all learners.

## Vision Statement:

As a Catholic School, St Andrew's Academy seeks to create a community of Faith and Learning, by providing excellence in education and promoting the values of the Gospels in our formation of young people, in order to develop their full capacities for the common good.

It applies equally, where applicable, to adults and children in school. This policy should be read in conjunction with the following:

- St Andrew's Academy Rules and Regulations
- St Andrew's Academy Community Charter
- St Andrew's Academy Safeguarding and Child Protection Procedures
- St Andrew's Academy Anti-Bullying Policy

# Equal Opportunities

St Andrew's Academy recognises its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the nine characteristics protected in law:

1. Age
2. Sex
3. Race
4. Marriage and Civil Partnerships
5. Pregnancy and Maternity
6. Gender reassignment
7. Disability
8. Sexual Orientation
9. Religion or belief

In addition, we actively consider The Fairer Scotland Duty 2018, when looking to reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions, as we recognise these have a significant impact on achieving equality for all children and young people.

1. We welcome and actively engage with the statutory requirements and codes of practice. We endeavour to fulfil these requirements to improve outcomes for children and young people.

2. We recognise that these duties 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.



# The Curriculum

All teaching and learning aims to ensure equality. Within our educational provision children are offered opportunities to develop their understanding of faith in practice and to:

- understand and celebrate diversity in all its forms
- develop an understanding and appreciation of other religious beliefs and cultures
- learn about equality and inclusion in a variety of curriculum areas
- develop an understanding of global citizenship



- understand the power of language, particularly relating to protected characteristics
- develop an understanding of their rights, the rights of others, and their responsibilities to each other
- recognise and challenge prejudice and discriminatory attitudes and behaviour
- develop emotionally and intellectually with the personal qualities and attributes required to make a successful life in a diverse society

# St Andrew's Academy Community Charter

By following the example of St Andrew we lead by example in order to achieve our fullest potential.

By exemplifying his qualities of;

Love

Respect

Kindness

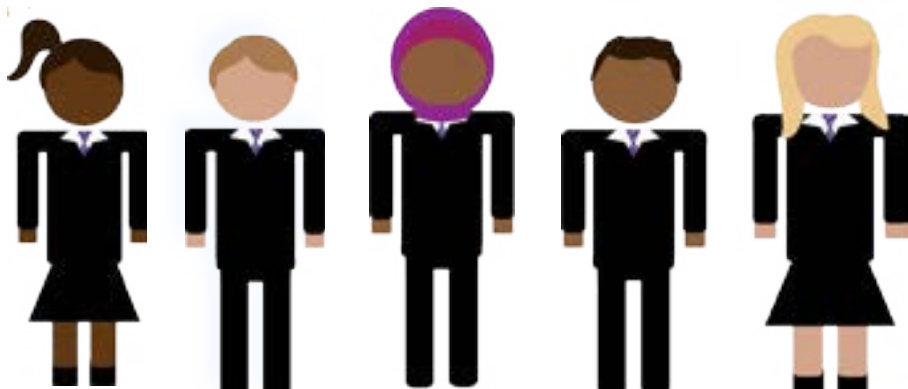
Tolerance

Responsibility

Honesty

Equality

We aim to Inspire, Aspire and Achieve.



# Roles and responsibilities

We all have a responsibility to

- Be considerate of other pupils feelings
- Have respect for all staff working in our School
- Take care of our school environment – put litter in the bin, treat the toilets and school furniture with care
- Use your talents to become involved with Extra-Curricular Activities

The School will provide you with

- An inclusive and collaborative ethos in all classrooms
- Good Pastoral Support – dealing with any prejudice-related incidents that may occur
  - High quality Teaching
  - Fair treatment
- A wide range of extra-curricular activities
- Information on equalities legislation relevant to our young people
- A caring environment, where good discipline will allow you to be safe, happy and enable you to make progress in your learning