

# Equality Policy

*James Gillespie's High School is dedicated to providing equal opportunities, respecting the principles outlined in the Equality Act (2010). We uphold equality regardless of disability, gender, race, religion, age, sexual orientation, gender reassignment, marriage or civil partnership, and pregnancy or maternity status.*

## Vision and Values

Our school community fosters a secure and inclusive learning environment, valuing diversity and enabling individuals to fulfill their potential in an atmosphere of mutual respect. We are committed to:

- Upholding individual rights and encouraging collective responsibility to safeguard these rights.
- Nurturing a culture of care, respecting and embracing diversity among our community members.
- Tailoring educational approaches to meet the learning needs of every individual.

## Key Principles

### School Organisation

- Our dedication to equal opportunities is evident through an environment that celebrates the diversity of our school community.
- We actively promote positive representation and inclusion of individuals across the spectrum of disability, gender, race, sexuality, and social class.
- School procedures are designed to be unbiased, eliminating stereotypes.
- The language used in school documents consistently reflects our unwavering commitment to equal opportunities.

### School Curriculum

- Our curriculum aims to prepare all students for active participation in a complex and multicultural society, fostering an environment where every student can reach their potential.
- Access to the curriculum is accessible to all students at appropriate levels.
- The curriculum aims to boost self-esteem for all by providing positive learning experiences.
- We actively engage in lessons that encourage students to recognise and challenge instances of injustice.

### School Community

- Upholding dignity and respect, we ensure courteous treatment of individuals in every circumstance. We condemn actions but never individuals. We provide opportunities for growth and development following mistakes.
- We value the diversity of backgrounds, experiences and perspectives of every member of the school community.
- Every student is entitled to equitable teacher attention and appropriate praise, sanctions, or reprimands.