



Earlston High School

Equalities and Diversity Policy

At Earlston High School we believe that excellence will be achieved through recognising the value of every individual. We are committed to improving the outcomes for our young people and addressing the significant inequalities that we know exist in Scottish society. Our policies and curriculum reflect that ambition but we know that there is more that we can do. Earlston High School through its learning and teaching policy and values in action programme will aim to address inequality with a focus on the protected characteristics:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

At Earlston High School:

1. We aim for all in our school community to demonstrate our school values.
2. We aim to eliminate discrimination, harassment and victimisation.
3. We aim to advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
4. We aim to foster good relations between people who share a protected characteristic and those who do not.

When dealing with a young person who does not show respect to another young person please refer to our Better relationships - Better learning - Better Behaviour policy for advice.

At Earlston High School:

1. We are committed to the principles of democracy and social justice through fair, transparent, inclusive and sustainable policies and practices in relation to: age, disability, sex, gender reassignment, race, ethnicity, religion and belief and sexual orientation.
2. We value as well as respect social, cultural and ecological diversity and promoting the principles and practices of local and global citizenship for all learners.
3. We are committed to engaging learners in real world issues to enhance learning experiences and outcomes, and to encourage learning our way to a better future.