Longridge Primary School Equality & Diversity Statement

Rationale

The Equality Act 2010 provides a legal framework to protect children, young people and adults from discrimination. It prohibits direct or indirect discrimination, victimisation or harassment against people who possess one of the identified protected characteristics. Under this act, all schools, nurseries and local authorities in Scotland must protect pupils from discrimination, work towards increasing equality of opportunity and promote positive relationships between those who share a protected characteristic and those who do not.

At Longridge Primary School, we are committed to meeting our legal and regulatory requirements and adhere to Technical Guidance for Schools in Scotland for the Equality Act (2010) from the Equality & Human Rights Commission.

The United Nations Convention on the Rights of the Child (UNCRC) underpins legislation and policy in relation to Getting It Right For Every Child (GIRFEC). GIRFEC, as a strengths-based approach, seeks to realise children's rights on a day to day basis. As a Rights Respecting School we understand our commitment to the UNCRC and create a community where children are valued and included. Our commitment ensures that we uphold the General Principles of the UNCRC: for rights to be applied without discrimination; for the best interests of the child to be a primary consideration; the right to life, survival, and development; and respect for the views of the child.

The Equality Act (2010), GIRFEC and the UNCRC provide a framework to support our commitments to valuing diversity, promoting equality and tackling discrimination. This statement sets out Longridge Primary School's approach to promoting equality, as defined within The Equality Act (2010) and should be read in conjunction with both school policies (including our Anti-Bullying Strategy, Health & Wellbeing Charter - Responsibility of All and Positive Relationships Policy) as well as local and national policies (including West Lothian Positive Relationships Policy and Respect for All: national approach to anti-bullying).

Pupils of Longridge Primary School define equality as:

Equality is when everybody has equal opportunities, is treated equally and is not discriminated against.

School Context

Our Vision, **"**It takes many hearts to build a school," communicates a sense of belonging. Our three school rules; be respectful, be ready and be safe are central to our culture at Longridge Primary School, where we aim to create a respectful and inclusive environment where all of our children feel safe. Our values are embedded throughout our school community and are pertinent to our approach to equality with **kindness** being a key feature of our expectation to treat others fairly and with respect. Children are encouraged to have the **courage** to challenge discrimination and **persevere** in all areas of life.

Longridge Primary School is a diverse community of children from various backgrounds and therefore education around equality is paramount. Our learners live in areas varying from quintile 1-5 with 74% of our school community living in quintile 3. The needs of our learners are varied, with 62% of our pupils requiring addition planning, support and intervention to meet their needs. Three percent of our school community use English as an additional language. At Longridge Primary School, we aim to provide a nurturing and inclusive environment for all children, planning for the diverse needs of our learners. In line with the vision of The National Improvement Framework, our commitment to equity ensures that every pupil, no matter their background, has the same opportunity to succeed.

In our 2024/25 Ethos survey, 100% of our pupils felt that they were treated fairly by staff and 95% of pupils reported that staff pay attention and listen to their ideas. Pupil voice is a key factor of decisions made in Longridge Primary and pupils have been consulted throughout the process of creating this statement.

Aims of Equality & Diversity Statement

- To recognise and celebrate the diversity of our school, our local community and of Scotland.
- To develop a curriculum which promotes equality and diversity through deepening learners' understanding of protected characteristics and the importance of respect and dignity for all whilst challenging discrimination.
- To ensure our curriculum is inclusive for all learners, ensuring that protected characteristics are not barriers to participation or achievement through using effective strategies to improve attainment and achievement for learners facing challenges.
- To ensure that all staff and pupils regularly consider their role in promoting equality through self-reflection and evaluation processes to ensure positive actions are planned.

Our Approach

Curriculum

Our curriculum is informed by Curriculum for Excellence and West Lothian Progression Pathways. We deliver an inclusive curriculum which aims to value equality, social justice and diversity whilst challenging discrimination through a rights-based approach. Developing pupil understanding of equality and equity through learning about, and respecting the needs of others creates a positive culture based on respect and inclusion. Children's rights are linked to their wellbeing and class teachers plan and promote a rights-based curriculum, linking this to relevant learning and teaching.There is ongoing curriculum review through self-evaluation to ensure time for consideration of our actions and impacts across all of the protected characteristics.

Our Diversity Calendar has planned opportunities for children to learn about and celebrate the diversity of our school, community and country. These events include religious celebrations, learning about disabilities, education on racism and learning about other cultures. Promoting equality and valuing differences is part of our Anti-Bullying Strategy.

HWB Curriculum & Positive Relationships

We strive to develop positive relationships within a supportive ethos and a climate of mutual respect and trust whilst building self-esteem and promoting the health and wellbeing of our learners. Mutually agreed Class Charters promoting respect are central to each class community.

Inclusion

Inclusion is a key priority at Longridge Primary School, we actively promote inclusion in all aspects of school life. Our inclusive approaches are underpinned by children's right to have the support they need in order to fully benefit from their education and we strongly believe that inclusion and equality leads to improved outcomes for all learners. We reflect on our practice using the CIRCLE resource to support inclusive learning and collaborative working. Partnership working is strong and aims to reduce barriers to learning for all learners in line with our commitment to GIRFEC.