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Beath High School Equalities Policy

The purpose and scope of this policy statement:

Beath High School works with children, young people and families as part of its activities. These include but are not limited to: providing education, opportunities for personal growth, referring on to partner agencies where appropriate, reviewing support plans and ensuring that children and young people are supported to fulfil their potential.

The purpose of this policy statement is:

- to provide a framework which promotes equality for all people within our school, including children and young people, parents and carers, employees and partner agencies

This policy statement applies to anyone working on behalf of Beath High School, including teaching staff, non-teaching staff, agencies connected to Beath High School and student teachers.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our anti-bullying policy in respect to children and young people
- our equity policy
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults employed by or connected to Fife Council.



We believe that:

All people should be treated with dignity and respect. We recognise our obligations under the Equality Act (2010) and are committed to promoting the equality and diversity of all those we work with especially our employees, learners/young people and visitors. We commit to comply fully with the requirements of the Act and its subsequent provisions. Beath High School opposes all forms of unlawful and unfair discrimination, bullying and harassment and we actively promote a fair, equal and diverse culture.

We are committed to:

Promoting a positive and inclusive environment. This commitment is given regardless of:

- 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 of belief
- Sex
- Sexual orientation

We will never discriminate against anyone on the basis of these protected characteristics. We will take steps through our anti-bullying policy to address discriminatory behaviours towards people which is rooted within these characteristics. We are committed to making reasonable adjustments to ensure our environment is inclusive for all.



Our support structure:

At Beath High School, young people benefit from opportunity to access a wide variety of supports. These include:

- A Guidance teacher for every pupil
- An Equity teacher
- DAPL counselling
- Equalities Social Group
- Equalities Committee
- Celebration of days and events throughout the year
- Education to promote diversity and inclusion
- A staff body who have undertaken LGBT+ awareness training
- Representation of a full and diverse society within the curriculum
- Close work between Beath High School and partner agencies including the NHS, Police Scotland, Fife Centre for Equalities, LGBT Youth Scotland, Barnardos, FRASAC and Skills Development Scotland amongst others
- A commitment to listen to the concerns of young people and their families and to act in their best interests.

Contact details

Nominated anti-bullying single point of contact:

Name: Mrs Helen Bradley-Laing, Principal Teacher of Guidance

Phone/email: 01383 602401 / enquiries@beathhs.gov.uk

Senior lead for safeguarding and child protection:

Name: Mr Gordon Hunter, Depute Rector

Phone/email: 01383 602401 / enquiries@beathhs.gov.uk

NSPCC Helpline:

0808 800 5000

We are committed to reviewing our policy and good practice annually.
This policy was last reviewed on: 6th February 2023.