

# Our Equality and Diversity Policy 2017



'Don't limit a child to your own learning, for s/he was born in another time'

Rabindranath Tagore

- Equality is about creating a fairer society, where everyone can take part and where everyone has the opportunity and the **freedom** to be all they can be.
- By Freedom we mean:-
  - ✓ Freedom to dream
  - ✓ freedom to be a child
  - ✓ freedom to learn
  - ✓ Freedom from fear
  - ✓ Freedom to be yourself
  - ✓ Freedom of expression
  - ✓ Freedom to enjoy life and liberty
  - ✓ Freedom not to be imprisoned
  - ✓ Freedom from slavery
  - ✓ Freedom through equality
  - ✓ Freedom to have your own ideas
  - ✓ Freedom to feel safe
  - ✓ Freedom to have a home
  - ✓ Freedom through peace
  - ✓ Freedom to take responsibility
  - ✓ Freedom to make a difference
- Diversity is about recognising and valuing difference, where everyone is **respected** for who they are.

- The Equality Act 2010 protects people from discrimination on the basis of the following protected characteristics:-
  - Age
  - Disability
  - Race
  - Religion or belief
  - Marriage and Civil Partnership
  - Pregnancy and maternity
  - Sex or gender
  - Sexual orientation
  - Gender reassignment
  
- To develop empathy and to broaden our horizons we want to be educated about the 9 protected characteristics.
  
- We all have the rights of the Child as defined by UNCRC and we need to respect that all children have these rights and freedoms. There are 54 articles but 4 of these articles, known as the general principles and play a fundamental role. They are:-
  - ✓ **Article 2** - the rights apply to every child without discrimination
  - ✓ **Article 3** - the best interests of the child must be a top priority in all decisions and actions that affect a child
  - ✓ **Article 6** - every child has the right to life
  - ✓ **Article 12** - Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

These rights are

- **Inherent** - they belong to me because I am human
- **Indivisible** - no right is more important than another. They can't be divided
- **Inalienable** - they cannot be taken or given away
- **Universal** - they belong to every child
- **Unconditional** - they are not a reward or dependant on me doing something.

'These rights have been fought for, died for, argued over, for centuries. Indeed the struggle to protect and defend our freedom goes on, both in our own country and in the world beyond. Children (and young people) understand the principle of fair play: that we should treat others with dignity and respect, as we should like to be treated ourselves. We all have a great deal to learn.'

Michael Morpurgo, Author and former Children's laureate

