



Equalities Policy

Culloden Academy strives to be an **inclusive school**, which values diversity and recognises the unique contributions that each of our young people and staff brings to the school community. This involves enabling all young people to **thrive** in all aspects of school life, to feel **confident & included** and to take **responsibility** for actively **contributing** in school and in the local community.

Our journey to promote equality, accept & celebrate diversity and encourage inclusive practice alongside children's rights is at the heart of our daily learning & teaching practice. Equality, Diversity and Inclusion is about **fairness, acceptance, rights, partnerships** and the **development of a sense of belonging**. Like many other schools we know further progress is required. However we are committed to supporting our young people to achieve their full potential at Culloden Academy.

Equality is about removing barriers and **diversity** is about supporting and reflecting different beliefs and cultures, enabling our young people, staff and parents / carers voices to be heard. **Inclusion** is about creating opportunities for people to experience, engage with and participate in education, appropriate to their needs and abilities.

Experience shows that children and young people in educational settings that embrace equality, diversity and inclusion are more successful, as everyone is valued and recognised for their **unique individualism**. They have their individual needs identified and met appropriately and have opportunities to have their views listened to while working with the adults around them.

The Equality Act (2010) provides a comprehensive legal framework to protect the rights of individuals and to ensure **equality of opportunity for all**. As a public body, local authorities such as Highland Council have a responsibility as part of the general duty under the Equality Act (2010), to promote a fair and equal society by:

- Removing unlawful discrimination, harassment and victimisation,
- Create equality of opportunity between people who share a protected characteristic and those who do not,
- Build good relations between people who share a protected characteristic and those who do not.

At Culloden Academy we recognise and celebrate differences within a culture of respect and fairness and aim to meet the needs of every young person regardless of their; **age, disability, gender or assigned gender at birth, race, religion or belief, or sexual orientation**.

Every one of our young people at Culloden Academy has the right to be supported by their caregivers, staff members, peers and local community to grow, learn, and develop throughout their lives and school experiences.

Our Journey to Equality

Included in the support network for our young people at Culloden Academy are the following:



PSE Curriculum - Across year groups, young people will participate with learning & teaching around respect, anti-bullying, equality, inclusion, the rights of the child and the sustainable development goals. Followed by a teacher led class discussions, input from partners and the completion of interactive activities based around respect/relationships/friendships, etc.



Equalities Forum - Recently formed with a range of pupils from across year groups. The Equalities Forum will focus on promoting and educating on all forms of equalities / inequalities such as: *age, disability, gender or assigned gender at birth, race, religion or belief, or sexual orientation.*

This group of inspiring and innovative young people will deliver assemblies, linking with external partners to promote a positive school ethos. The Forum will also be creating and distributing a bi-monthly digital magazine focusing on various areas around equality and inclusion.



The Rights Respecting Schools Award (RRSA) - Culloden Academy is currently engaging with the RRSA which is an award focusing on educating young people on their rights and how to make a positive impact. As a school, we aim to achieve the Silver Award during the session 2022-23.



Pupil Voice - Understanding the opinions of our young people is important in achieving an inclusive school where all pupils feel in SHANARRI (*Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible & Included*) we will continue to listen and where possible act on the opinions of our pupils through the junior & senior leaderships teams, ensuring that all young people are represented.

S6 Mentoring Programme - Ensuring our young people feel safe and included from the moment they arrive at Culloden Academy is fundamental in building positive relationships. Therefore, in the session 2022-23 senior pupils will be trained and aligned with S1 classes as Buddies, visiting tutor classes on a day-to-day basis.



All S6 Prefects aligned to specific year groups and on a day-to-day rota visit will connect and check in on pupils, supported by relevant Year Head/member of Senior Management Team.