

At **Newbridge High School** we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

Eliminating discrimination.

Fostering good relationships.

Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

Gender.

Race.

Disability.

Religion or belief.

Sexual orientation.

Gender reassignment.

Pregnancy or maternity.

Aims to eradicate discrimination

Newbridge High School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

Being respectful.

Always treating all members of the school community fairly.

Developing an understanding of diversity and the benefits it can have.

Adopting an inclusive attitude.

Adopting an inclusive curriculum that is accessible to all.

Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes.

Dealing with prejudice

Newbridge High School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

The school's employees will not:

Discriminate against any member of the school.

Treat other members of the school unfairly.

The school's employee's will:

Promote diversity equality.

Encourage and adopt an inclusive attitude.

Lead by example.

Our pupils are taught to be:

Understanding of others.

Celebratory of cultural diversity.

Eager to reach their full potential.

Inclusive.

Equality and dignity in the workplace

Newbridge High School does not discriminate against staff with regards to their:

Age.

Disability.

Gender reassignment.

Marital or civil partner status.

Pregnancy or maternity.

Race, colour, nationality, ethnic or national origin.

Religion or belief.

Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

Prejudice is not tolerated at **Newbridge High School** and we are continuously working towards a more accepting and respectful environment for our schools community.

Please see the schools **Equality and Diversity Policy** which further outlines the school's policies regarding equality.

Current Actions:

Up skilling staff on recent Trans Gender legislation (Training Bluesky)

Introduction to the Worth It Programme (See Development Plan)

Updating and developing HCC lessons, especially Citizenship to incorporate the progressive thinking of: Mental Health and Well Being, current debates around terror and gender awareness. (See HCC Development Plan)