



Roseburn Primary School

# Equality and Diversity Policy

Learner's Version

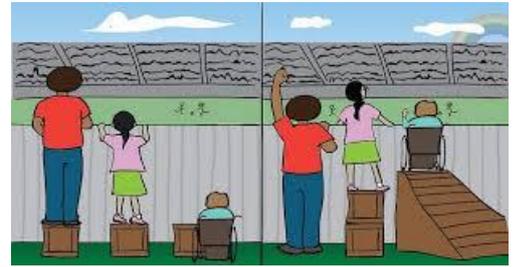
*Created in collaboration with the  
Equalities Team  
October 2020*

# Equality and Diversity at Roseburn Primary



## What is Equality?

**Equality** is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but it recognises that individuals' needs are sometimes best met in different ways.



## What is Diversity?

**Diversity** means differences. People may be different in many ways, including race or ethnicity, age, disabilities, language, culture, appearance, or religion. When someone thinks negatively about another person simply because they're different, this is called a prejudice or discrimination.

## What is Discrimination?

**Discrimination** is when someone is treated differently because of their sexuality, gender, ethnic group, faith, age, background or disability.

## Why do we have an Equality and Diversity policy?

The Roseburn Equality and Diversity Policy is in place to make sure that all our children have equal opportunities to become:

- Successful Learners
- Confident Individuals
- Responsible Citizens
- Effective Contributors

## What we do at Roseburn to respect equality and prevent discrimination:

All our children and staff have the right to feel happy, safe and included.

- Our individuality is respected, and diversity is celebrated.
- Creativity is encouraged and are supported to become resilient.
- We aspire to be the very best we can be.
- We belong to our school and are very proud of our traditions.
- Restorative approaches are used to repair and strengthen relationships between us.
- We recognise discrimination can make you feel sad, and have an impact on your health, and schoolwork.

**What we do if you are being discriminated against:**

A child may not understand that they are discriminating against you. It is still taken very seriously, and you should speak to an adult about this. All children involved will be listened to and treated fairly using restorative conversations.

**What we do if you discriminate against others:**

- An adult will speak to you about your behaviour and encourage you to reflect upon this.
- Your version of events will be listened to.
- You will be reminded that discrimination is unacceptable, and your parents will be contacted.
- Consequences will be given under the school's Positive Behaviour Management Policy.
- All incidents of discrimination will be recorded.

Reviewed by the Equalities Pupil Leadership Team: November 2020

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