

Equality and diversity at school and college



Equality means giving everyone the same chances.



Diversity means knowing that we are all different and that is a good thing.

Equality and Diversity is important because it makes sure



Everyone is treated fairly.

Everyone works well together.

Everyone celebrates that we are all different.

Everyone is respected.



Respect is a good way of treating or thinking about someone or something.

There is something called the Equality Act 2010



The Equality Act says everyone must be treated fairly.

The Equality Act says we should help people be kind to each other.

The Equality Act says no one should be treated badly.



Some groups of people are more looked after by the Equality Act.



This is because they have sometimes been treated wrongly.



These groups of people are called the protected groups.

Protected means they are looked after.

9

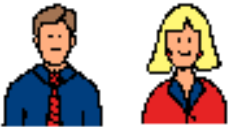
There are 9 protected groups.



The 9 protected groups in the Equality Act



Race this is to do with where people come from and might include the colour of their skin.

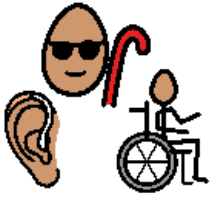


Gender this means whether you are a man or a woman.



Gender reassignment this is a person who decides to change the gender they were born with.

For example, someone was born a woman but feels that he is really a man and decides to live as a man.



Disability this is a condition to do with somebody's body or mind that can limit what they can do in some way.



Religion or belief this is a person who believes in a god or gods and does activities to do with this.



Age this is how young or old a person is.



Sexual orientation this is to do with the gender of the person someone is attracted to.

For example,

A heterosexual woman is attracted to a man.

A lesbian woman is attracted to another woman.

A gay man is attracted to another man.

A bisexual person is attracted to both men and women.



Pregnancy and Maternity

Pregnancy this is a woman who is growing a baby inside her.

Maternity this means before and after a woman has had her baby.



Marriage and Civil Partnerships this is two people in a relationship who have had a ceremony to make their relationship official.

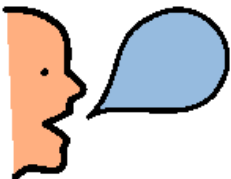
Any person might be in one or more of the protected groups.



The 9 protected groups are in the Equality Act to make sure those people are treated fairly.



Student's rights



A **right** is the freedom every person has to live their life how they want to and for others to respect their choice.



Respect is a good way of treating or thinking about someone or something.



Student's rights are in the Treloar's Charters on the next pages

School Student Charter

TRELOAR'S SCHOOL STUDENT CHARTER We know we have the right



to have good relationships with others, be treated well and not be hurt by others



to be treated fairly and have fair rules that everyone sticks to



to make our own choices with the right information and support



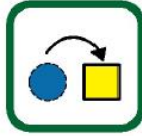
to learn and be treated in a way that works for us individually



to have care that meets our needs



to be involved in all aspects of school life and help make decisions



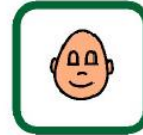
to plan for our futures



to have our achievements identified and celebrated in a way that we and our families recognise



for people to hear what we say



to be safe, comfortable and happy and have equipment that helps us to be as independent as possible



to be respected for who we are

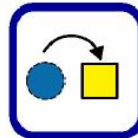
College Student Charter

TRELOAR'S COLLEGE STUDENT CHARTER

We know we have the right



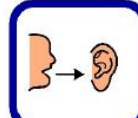
to have good relationships with others, be treated well and not be hurt by others



to plan for our futures



to be able to work and have experience in different areas of work



for people to hear what we say



to have care that meets our needs



to be involved in different parts of the community



to be respected for who we are



to be involved in all aspects of college life and help make decisions



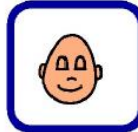
to learn and be treated in a way that works for us individually



to make our own choices with the right information and support



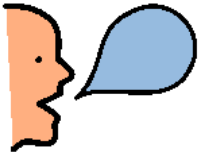
to be treated fairly and have fair rules that everyone sticks to



to be safe, comfortable and happy and have equipment that helps us to be as independent as possible



Staff rights



A **right** is the freedom every person has to live their life how they want to and for others to respect their choice.



Respect is a good way of treating or thinking about someone or something.



Staff have rights when they come to work at school and college.

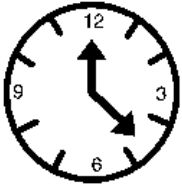
Staff rights are



To be treated fairly when they apply for a job at school and college.



To be respected by students and other staff.



To have enough time to do their job well.

Responsibilities

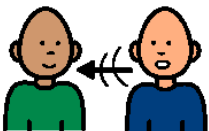


Responsibilities means doing the things you are supposed to do.

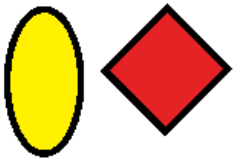
Students and staff must



Show everyone respect.



Tell staff if someone is treated badly.
Tell staff if someone is called names.
Tell staff if something is not fair



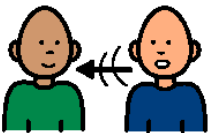
Respect how everyone is different.



Respect is a good way of treating or thinking about someone or something.

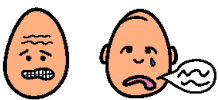


What to do if there is a problem



You must tell staff if you or somebody else is treated badly.

You must tell staff if you think something is not fair.



Read the Concerns and Complaints policy and procedure for more information about what to do if there is a problem.

More information about Equality and Diversity
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Treloar's Equality, Diversity and Inclusion Policy: ED001 on Sharepoint.
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Easy Read version of the Equality Act http://www.homeoffice.gov.uk/ .

The Treloar's Equality and Diversity Co-ordinator.
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