**Equalities**

Renfrewshire Council values the variety of individuals and communities, living and working within Renfrewshire and their contribution to the political, economic, cultural and social life of the area. This is reflected in our equalities policies including Promoting Race Equality in Education and our schemes for disability and gender equality.

Recent equalities law concerns six equalities themes:

race;

disability;

gender;

religion and belief;

sexual orientation; and

age.

School education is open to all pupils and all reasonable measures will be taken to make sure that the curriculum is available to every child. Equalities law places duties on public organisations, including education authorities and schools to:

promote equality of opportunity between people of different races, between disabled and other people, and between men and women;

eliminate unlawful discrimination on grounds of race, disability or gender;

eliminate harassment on grounds of race, disability or gender;

promote good race relations among different racial groups;

promote positive attitudes towards disabled people;

encourage participation of disabled people in public life; and

take account of disabled people's disabilities, even where that involves treating disabled people more favourably than others.

The council supports the right of each citizen to a quality of life which is free from violence, discrimination and harassment and will take steps to ensure that all citizens, regardless of race, ethnic or national origin, religion, social background, marital status, gender, disability, age or sexuality will have full access to its services, taking all possible measures to prevent discrimination in the way its services are delivered.

Parents can help to monitor our success in promoting equality of opportunity for all by providing equalities related information when asked.

The school has a duty to ensure that all pupils, employees, parents/carers and visitors have equal access to the full range of services that it offers. It covers not only the curriculum and teaching strategies but also reasonable adjustments to the physical environment within the school campus. This may mean making adjustments to address the needs of pupils who have a disability.

The Disability Discrimination Act (DDA) defines a disability as a ‘physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities.’

Long term means that it must have or is likely to last, or be expected to last 12 months.

The school has a duty to make a reasonable adjustment if a pupil, employee, parent or visitor is at a disadvantage in relation to others. It applies to physical features of the premises, e.g. buildings, fittings and equipment and to the curriculum content.

**Johnstone High School has the following arrangements in place:**

Access:- There is level access to the school building and lifts available.

Communication: Please contact the school directly, if you require alternative arrangements to ensure access at parent’s nights or alternative formats of reports.

Curriculum: To ensure we meet the individual needs of our learners it is often necessary to provide an alternative / adapted curriculum. Any adjustments will be made in consultation with pupils / parents. Many pupils will receive in class support to help facilitate a full curriculum offer.

Staff training: Staff receive annual training.

Health and Safety: every establishment under the control of the department of education and leisure services has a current written fire risk assessment and action plan in place for evacuating the premises in the event of a fire. Personal Emergency Evacuation Plans (PEEPS) will be prepared and regularly updated for all persons/pupils with special needs who may require assistance to evacuate the building in an emergency.

**Anti - Bullying**

Renfrewshire Council has its own Tackling Bullying policy which details our approach to preventing and dealing with bullying in Johnstone High School. The policy stresses the importance of involving the whole school community - pupils, parents and all the staff in the school.

You can view the anti-bullying policy by asking the school office for a copy of the document or by accessing the policy online at

Respectme**,** Scotland’s national anti-bullyingorganisation, provided a very favourable assessment of the authority-wide policy Tackling Bullying in Renfrewshire, stating;

‘Overall this is an excellent example of a thorough policy and strategy to combat bullying in Renfrewshire Schools and the guidance is head and shoulders above other local authority guidance that has been reviewed to date.’