

## *"In a Nutshell"* – **Equality and Equal Opportunities (SW02)**

We recognise and have regard for the child's religious background, ethnic origin, and cultural background, so that each child is valued as an individual without racial and gender prejudice. Additionally, we recognise the following 'Protected Characteristics' under the Equality Act 2010: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex [gender]; sexual orientation. We have a Zero Tolerance approach to harassment, victimisation and discrimination on the basis of the protected characteristics.

We shall work to educate and inform pupils, on an age appropriate basis, of the invalidity of any such conduct. No institution should be complacent about the prevalence or consequences of such harassment, victimisation or discrimination.

Principles of fairness, respect and equality must therefore permeate and inform the activities of all members of staff.
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Some approaches to dealing with issues that arise can be seen in the main policy.